DOCUMENT RESUME

ED 121 945 CE 006 318

AUTHOR	Ball, Robert R.
TITLE	Survey of Des Moines Student Employment. Summer 1974. School Year 1974-75.
INSTITUTION	Des Moines Public Schools, Iowa.
REPORT NO	VT-102-520
PUB DATE	1 May 75
NOTE	78p.; Best copy available; Prepared by Career Placement Center
EDRS PRICE	MF-$0.83 HC-$4.67 Plus Postage
DESCRIPTORS	*Counseling Effectiveness; Data Analysis; Job Placement; *Part Time Jobs; School Districts; Seasonal Employment; Secondary Education; Senior High Schools; Sex Differences; *Student Attitudes; *Student Employment; Student Personnel Services; Student Placement; *Surveys; Tables (Data); Youth Employment

ABSTRACT

Beginning in 1973, the career placement center of the Des Moines Independent School District instituted a student employment survey in an attempt to quantify part-time student employment during the summer and school months. The data presented was collected over a two-year period and represents 2,074 senior high school student responses. There were four sections to the 20-item questionnaire: summer employment, school year employment, employment counselor effectiveness, and student attitudes. The questionnaire items and resulting data are presented and analyzed with accompanying graphs and charts and discussion of the conclusions. (Author/NJ)

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Survey of Des Moines Student Employment

Summer of 1974

School Year 1974-75

Prepared By

Robert R. Ball, Director
Career Placement Center
Des Moines Independent Community School District

May 1, 1975

VT 102520

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Introduction

Beginning in 1973 the Career Placement Center instituted a student employment survey. This survey was an attempt to quantify part-time student employment during the summer and school months. It was also intended to obtain data which could be used to measure the impact of the Career Placement Center's system on student employment. The Career Placement Center and the placement system was created in 1971.

It is our hope that these surveys will establish norms which can be utilized for future performance evaluation. Based on two years of data and 2,074 student responses, a group of trends seems to be developing. The summary abstract and detailed analysis which follows, attempt to discuss the survey results in those terms.

Summary Abstract

Survey Techniques

1. 1,026 student questionnaires were completed, representing approximately 10% of every 9th, 10th, 11th, and 12th grade class in each Des Moines junior and senior high school.

Questionnaire

1. The questionnaire was expanded considerably over 1973.
2. There were four sections dealing with; summer employment, school year employment, Employment Counselor effectiveness, and student attitudes.

Summer Employment 1974

1. Sixty-seven percent (67.3%) of all students worked, down 1.7% from 1973.
2. High school summer employment ranged from 66% to 80% with an average of 74.1%.
3. Ninth grade employment ranged from 39% to 67% with an average of 52.4%.
4. Male and female summer employment increased directly with age.
5. Female summer employment increased over 1973.
6. Male summer employment decreased compared to 1973.
7. The most frequent methods of securing employment were; through a friend, on my own, and through a relative. These represented 70% to 82% of the methods used by all students.
8. The Youth Employment Counselor was the 4th most common method of obtaining summer employment.

9. The Rent-A-Kid program varied widely among schools from 0% to 18%.

10. Combining Rent-A-Kid and the Youth Employment Counselors as a source of employment, we obtain an average of 8.4%, down 2% from 1973.

11. Ten schools which had active, committed counselors, showed a combined Rent-A-Kid and Employment Counselor percentage ranging from 8% to 40%.

12. The Career Placement Center's system transcends geographic and socio-economic boundaries, and it's success is contingent upon the commitment of the staff at each school.

13. Seventy percent (70.7%) of the unemployed males wanted summer employment, up from 61.2% in 1973.

14. Sixty-one percent (61.1%) of the unemployed females wanted summer employment, down from 68.8% in 1973.

15. Thirty-five percent (35%) of the high school students who worked in the summer of 1974, had worked a previous summer.

16. Nineteen percent (19%) of the junior high school students who worked in the summer of 1974, had worked a previous summer.

17. The length of the summer job in weeks, increases directly with age.

18. Seventy-three percent (73.5%) of all students working summer of 1974, worked six weeks or longer.

19. Only 38.2% of all students working summer of 1974 had a job of 30 hours or more per week.

20. Ninety percent (90%) of all students surveyed either worked or wanted to work during the summer of 1974.

21. Overall summer employment for youth between 14 and 19 will be 68% ± 1, under normal conditions.

22. For every 1% change in the level of student employment, there is a 2.5 to 3% opposite change in the percentage of students seeking employment.

School Year Employment

1. Part-time employment during the school year increases directly with age.
2. High school employment ranged from 45% to 60%, and seems to be correlated with the socio-economic composition of the school.
3. Junior high school employment ranged from 10% to 40% without apparent regard to socio-economic composition.
4. The most frequent number of hours worked per week, are in the 11-30 range.
5. Part-time employment was obtained most often through; a friend, on their own, and through a relative. These three categories comprised 80% of students who were working.
6. Employment Counselors decreased as a source of employment from 1973 levels. Employment Counselors represented approximately 8%.
7. Between 73% and 85% of all male students not working indicated a desire for employment.
8. Between 50% and 85% of all female students not working indicated a desire for employment.
9. The percentage desiring employment decreases directly with age.

10. Each age level appears to have a predictable employment percentage range, based on two years of data.

    14-year-olds - 16% to 23%

    15-year-olds - 24% to 31%

    16-year-olds - 45% to 52%

    17-year-olds - 55% to 61% - Male

    17-year-olds - 57% to 74% - Female

    18-year-olds - 60% to 66%

11. Data would seem to indicate that there is a fixed level of employment opportunities for each age group.

12. Approximately twice as many students entered the school year work force (30%) without having worked the summer of 1974.

Career Placement Center Services

1. At the high school level the percentage of students who indicated they had gotten a job at some time through an Employment Counselor ranged from 3.3% at Hoover to 21.1% at Tech.

2. At the high school level the percentage of students who indicated they had gotten a job at some time through the Rent-A-Kid program ranged from 3.1% at Roosevelt to 9.6% at Tech.

3. Combining Employment Counselors and Rent-A-Kid for each school shows that the percentage of students served ranges from 7.4% at Hoover to 30.7% at Tech.

4. At the junior high level the percentage of students who had obtained employment through the Employment Counselor and/or Rent-A-Kid, varied from a high of 53.3% at Irving to 0% at several schools.
5. Lack of service at the junior high level is primarily a result of individual building staff commitment.
6. The district average for having obtained a job through an Employment Counselor or Rent-A-Kid is 13%.
7. At least 75% of the students in all junior and senior high schools are aware of their Youth Employment Counselor and his function.

Utilization of the Placement Service

1. Employment through a counselor is directly correlated and contingent upon the student registering for employment.
2. In fifteen schools more than 50% of the students registered were contacted about a job.
3. In eight of the fifteen schools, the percentage who were contacted exceeded 70%.
4. Ninety-five percent (95%) of all students felt their school should provide help in finding a part-time job.
5. Eighty-five percent (85%) of all high school students felt their school should provide help in finding permanent employment.

Pre-Employment Preparation

1. A very low percentage of high school students indicated that they had pre-employment counseling from a counselor.

2. At the junior high level a higher percentage of pre-employment counseling occurred in five schools ranging from 20% to 60%.
3. In all schools where pre-employment counseling occurred, an average of 63.1% of the students felt it was helpful.
4. Pre-employment counseling received from a teacher varied from 10% to 75%. An average of 42% of all students had received this from a teacher.
5. An average of 57.6% of all students felt that more class time should be devoted to pre-employment information.
6. The most frequent reasons students work or want to work are; spending money, money for car, and money for clothes.

Evaluation of Survey Techniques

A total of 1,026 student employment questionnaires were completed in usable form. The total school population in 9th through 12th grades as of September 13, 1974 was 12,011 and our sample represents 9% of the population. However, inasmuch as the survey was conducted during December and January by which time the school population would have declined and the drop-out rate is approximately 10%, the sample obtained would approach 10%. A summary of the total responses to each question appears on Chart A in the Appendix.

Questionnaire

The questionnaire contained all the questions which appeared on the 1973 survey, in the same location and in most instances, identical phrasing. Several questions which had appeared on the 1973 survey had additional parts added for greater clarity and depth of information.

Question 6a. asked specifically where the student worked during the summer. This information has not been quantified but was of value to the Center staff in determining major sources of employment. Question 6c. "How did you hear about your summer job?" has had several additional categories included to eliminate a high percent response to the "other" category. It has also added several work programs not previously included.

Question 7b. asked if a student who did not work had ever had a summer job. This again was an attempt to obtain more detailed information about this group.

Question 9a. repeated the request for specific part-time work location as previously discussed for question 7a. Question 9c. contained the identical expanded list used in question 6c., to determine how part-time work was secured.

Question 10b. asked the students who were not working during the school year, if they had ever had a job during the school year. This was again an attempt to obtain more detailed information. Question 12 was the only remaining question which had appeared on the 1973 survey.

The questionnaire contains four sections although not so designated on the questionnaire itself. Questions 5 through 7 deal specifically with student employment during the summer of 1974. Questions 8 through 11 deal with student employment during the school year. Questions 12 through 16 deal primarily with the effectiveness of the Career Placement Center's youth employment counselors. Questions 17 through 20 deal with the students perception of the curriculum as it relates to job preparation and career development.

Summer Employment

Overall summer employment for 1974 as indicated by the survey was at 67.3% of all students. This is 1.7% lower than the employment level during 1973.

EMPLOYMENT INFORMATION SURVEY

1. Name .... Student I.D. No. .....
   Last First Middle Initial

2. Current grade in school. (Circle one) 8, 9, 10, 11, 12.

3. Age (Circle one) 13, 14, 15, 16, 17, 18 or over.

4. Sex: Male ..... Female .....

5. Did you work this past summer? Yes.... No....

6. If you worked this summer answer the questions below.

   a. Where worked .....

   b. Length of job:
   (if more than one job show total weeks worked)

   1 week or less .....
   2 - 4 weeks .....
   4 - 6 weeks .....
   6 - 8 weeks .....
   All summer .....

   Number of hours per week worked (average)

   1 - 5 hours .....
   6 - 10 hours .....
   11 - 30 hours .....
   over 30 .....

   c. How did you hear about your summer job?

Through a friend	School Counselor	Rent-A-Kid .....
Answered an ad	State Employment Service.....	New Horizons .....
On my own	Opportunities Unlimited	Co-op .....
Relative	Summer Program YES	Other .....

7. If you did not work this past summer answer the following questions.

   a. Did you want a summer job? Yes.... No....

   b. Have you ever had a summer job? Yes.... No....

8. Are you working now? Yes.... No....

9. If you are working now, answer the following questions.

   a. Where working .....

   b. Number of hours worked per week.

   1 - 5 hours .....
   6 - 10 hours .....
   11 - 30 hours .....
   over 30 hours .....

   c. How did you hear about your present job?

Through a friend	School Counselor	Rent-A-Kid .....
Answered an ad	State Employment Service.....	New Horizons .....
On my own	Opportunities Unlimited	Co-op .....
Relative	Summer Program YES	Other .....

10. If you are not working now, answer the following question.

a. Do you want to work on a regular basis part-time? Yes.... No....

b. Have you ever had a regular part-time job during the school year? Yes.... No....

11. Why do you work or want to work? (You may check more than one)

Parents want me to	Because my friends do .....
Money for car	Spending money .....
Money for clothes	Required by school .....
Money for college	Other .....

12. Do you know that your school has a counselor who can help you find a job? Yes.... No....

13. Have you ever registered for employment with your counselor? Yes ... No....

a. If *YES*, were you ever contacted about a job? Yes.... No....

14. Have you ever gotten a job through the help of: Rent-A-Kid ..., Teacher...., School Counselor...., No....

15. Do you think your school counselors should assist students in locating part-time job opportunities when requested by the student? Yes.... No....

16. Do you think your school counselors should assist students in locating full-time job opportunities when requested by the student? Yes.... No....

17. Has your counselor ever discussed with you how to apply for a job, fill out an employment application, conduct yourself in an interview? Yes.... No....

a. If *YES*, was it helpful in getting a job? Yes.... No....

18. Has a teacher ever discussed with you how to apply for a job, fill out an employment application, conduct yourself in an interview? Yes.... No....

19. Do you think enough class time is presently devoted to information about applying and interviewing for jobs and various career areas? Yes.... No....

20. When I graduate, I plan on:

a. Working full-time	d. Entering the military .....
b. Going to college	e. Not working .....
c. Going to trade school	f. Undecided .....

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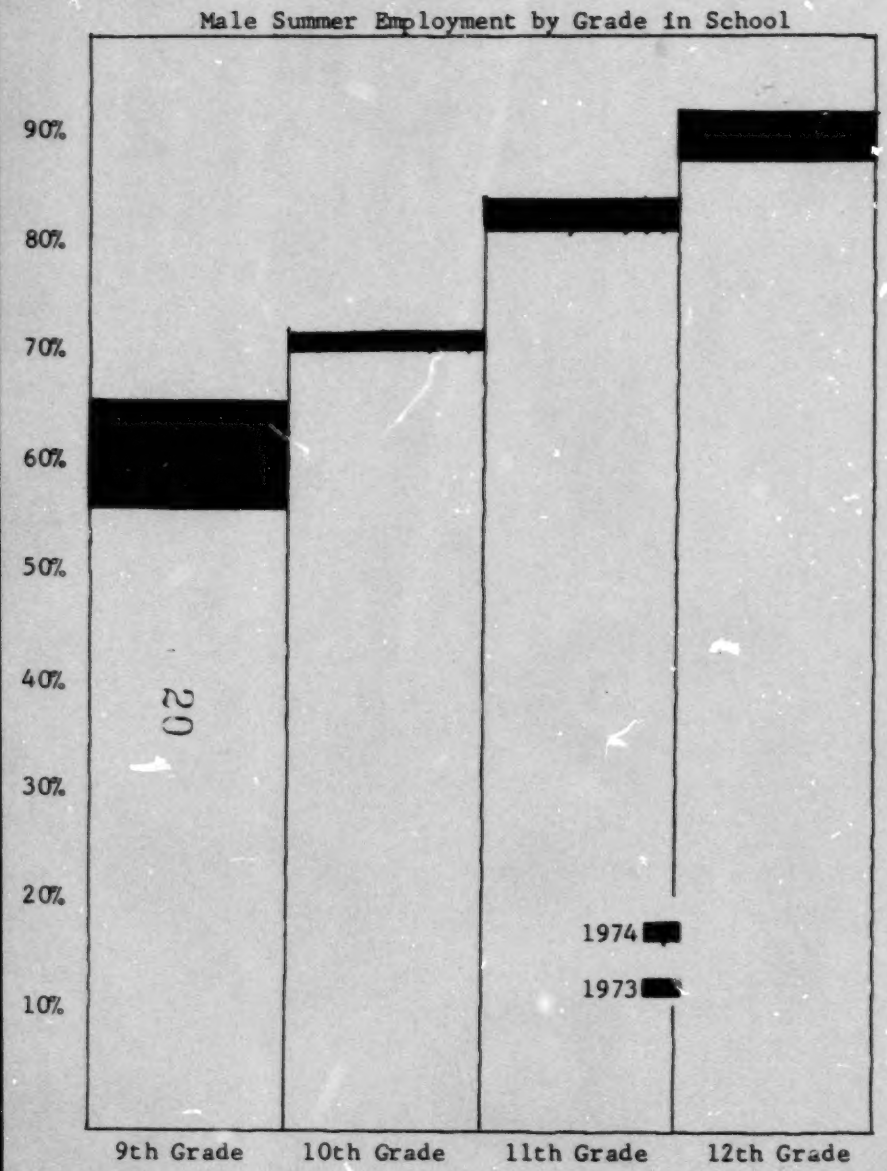
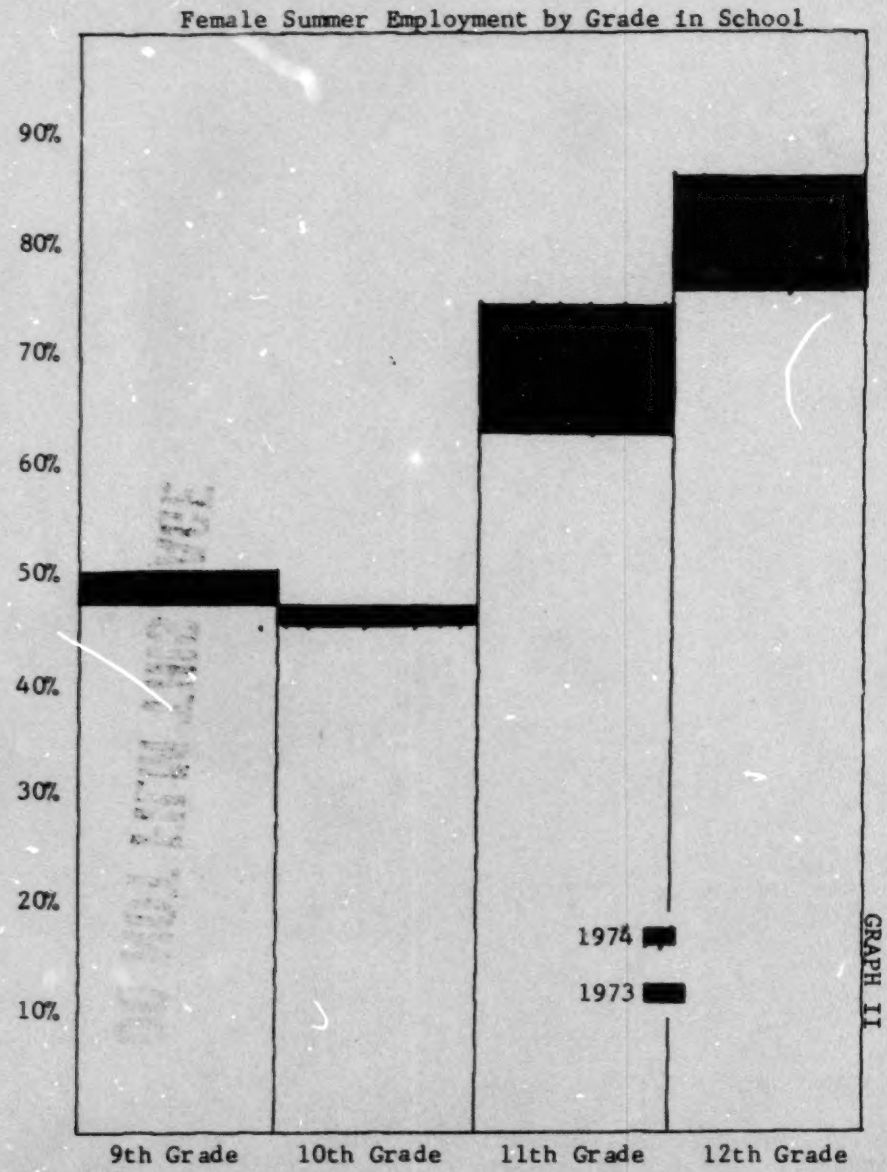
Graph III shows a comparison of the percentage of students working by schools during the summers of 1973 and 1974. In looking at this graph, we see that employment increased by 5 to 10 percent in three junior highs, and by less than 5% in three high schools. This resulted in employment declining in 12 schools and increasing in 6. Interestingly, the three junior highs which showed an increase had been the lowest in 1973 and had made a significant gain.

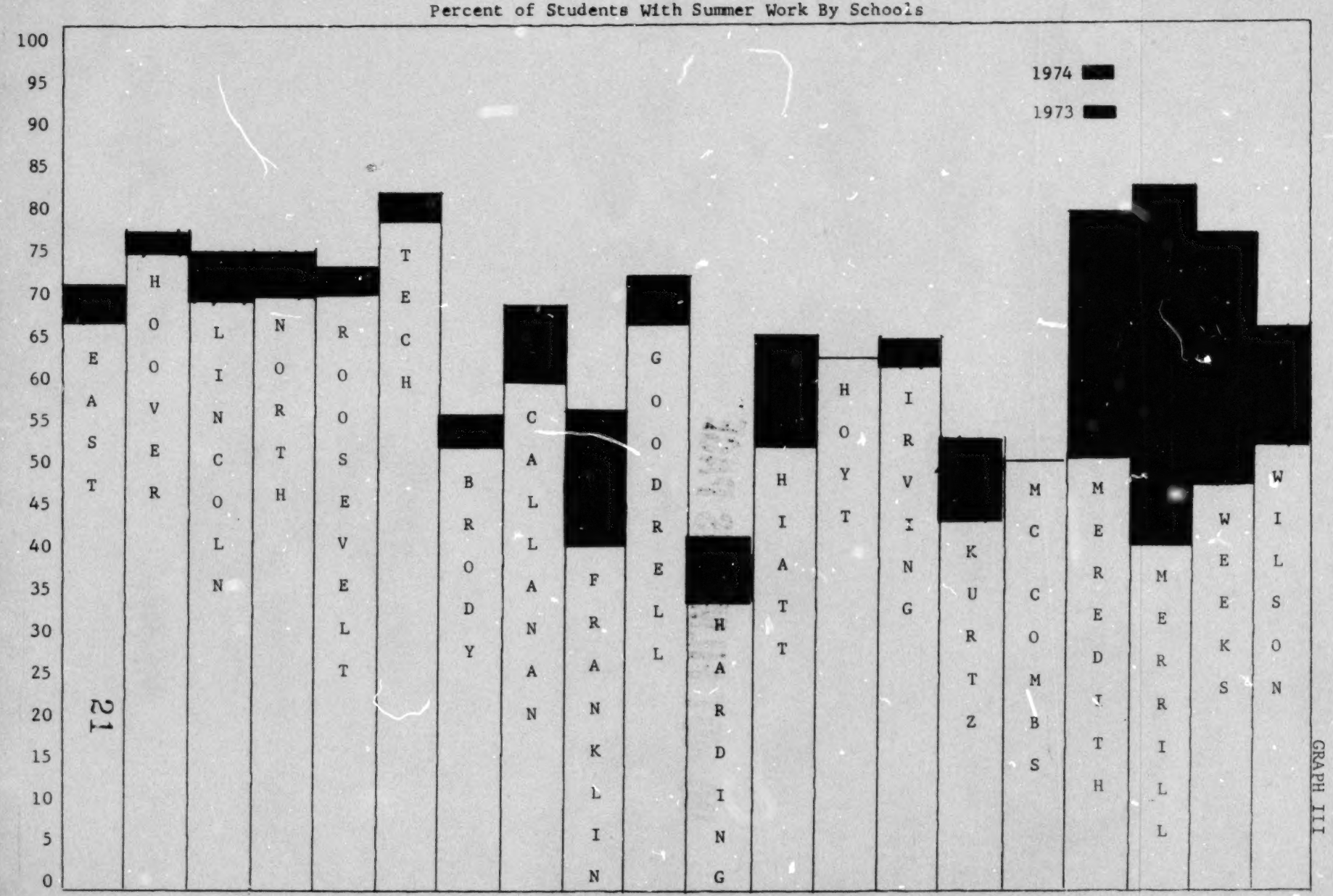
Moredith, Merrill, and Weeks Junior Highs, which had the highest percentage of summer employment during 1973, had a dramatic decline in 1974. The decline ranged from 40 to 50 percent of the previous levels. We see that high school employment ranged from 66% to 80%, with an average of 74.1% for all high school students. Ninth grade employment ranged from 39% to 67%, with an average of 52.4% for all ninth grade students. This is a decline of 7.6% from the employment levels of 1973.

Graph II is a comparison of male and female summer employment by grade for 1973 and 1974. We see that a definite pattern is emerging in regard to the grade of the workers and probable level of employment. Male employment continued to show an almost straight line relationship. Even more interesting is the apparent similarity between grade and level of employment for both years. The reduction of employment in ninth grade is almost entirely due to a drop in male employment. A slight decrease in 12th grade male employment almost matches the 1.7% decline in high school average employment.


Male Summer Employment by Grade in School
90%
80%
70%
60%
50%
40%
30%
20%
10%
1974
1973
9th Grade
10th Grade
11th Grade
12th Grade


Female Summer Employment by Grade in School
90%
80%
70%
60%
50%
40%
30%
20%
10%
1974
1973
9th Grade
10th Grade
11th Grade
12th Grade

GRAPH II


Percent of Students With Summer Work By Schools
1974
1973
100
95
90
85
80
75
70
65
60
55
50
45
40
35
30
25
20
15
10
5
0
EAST
HOOVER
LINCOLN
NORTH
ROOSEVELT
TECH
BRODY
CALLANAN
FRANKLIN
GOODRELL
HARDING
HIATT
HOYT
IRVING
KURTZ
MCCOMBS
MEREDITH
MERRILL
WEEKS
WILSON

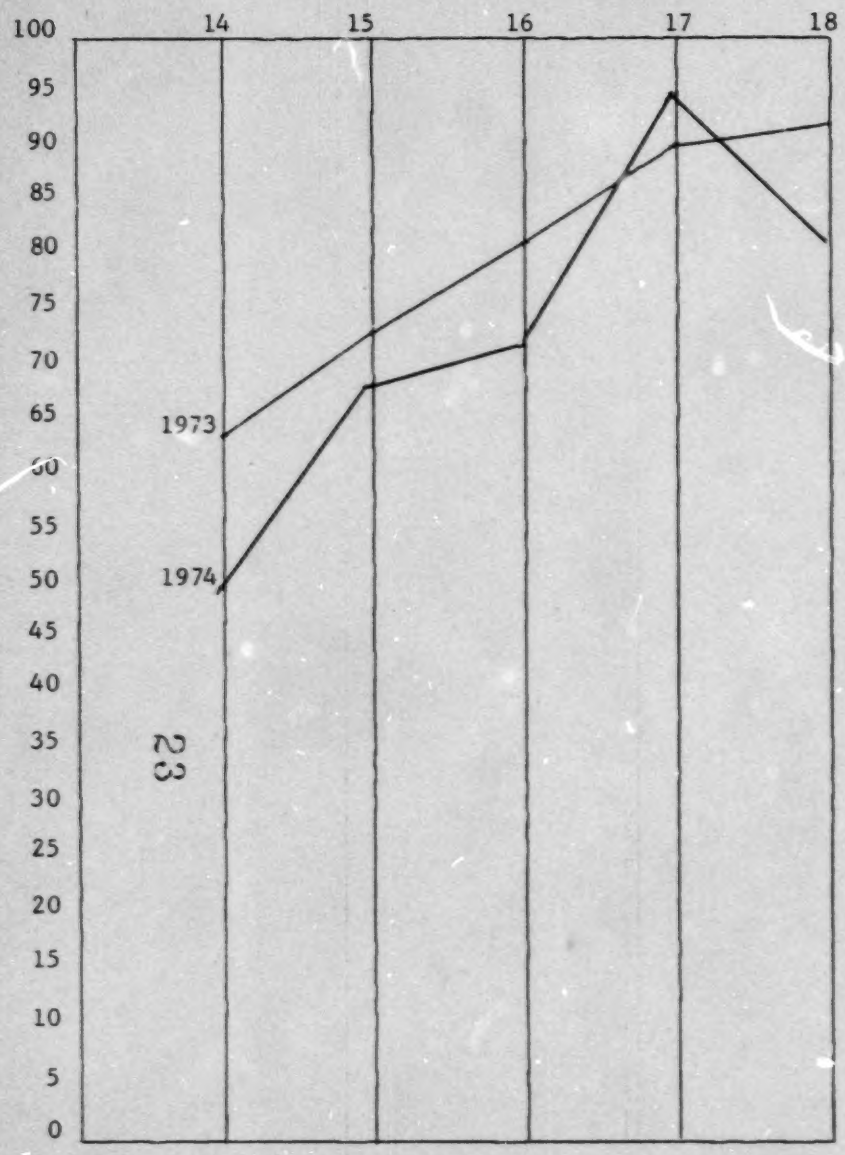
GRAPH III

Female employment is extremely interesting in its almost identical relationship to the pattern of 1973. There is less than 1% variation between the 1973 and 1974 employment levels for 9th and 10th grade. Eleventh and 12th grade female employment was significantly higher than 1973. However, the rate of change between 11th and 12th grade was almost identical to that for 1973, at 9%. What we see is that female employment was up significantly for 11th and 12th graders.

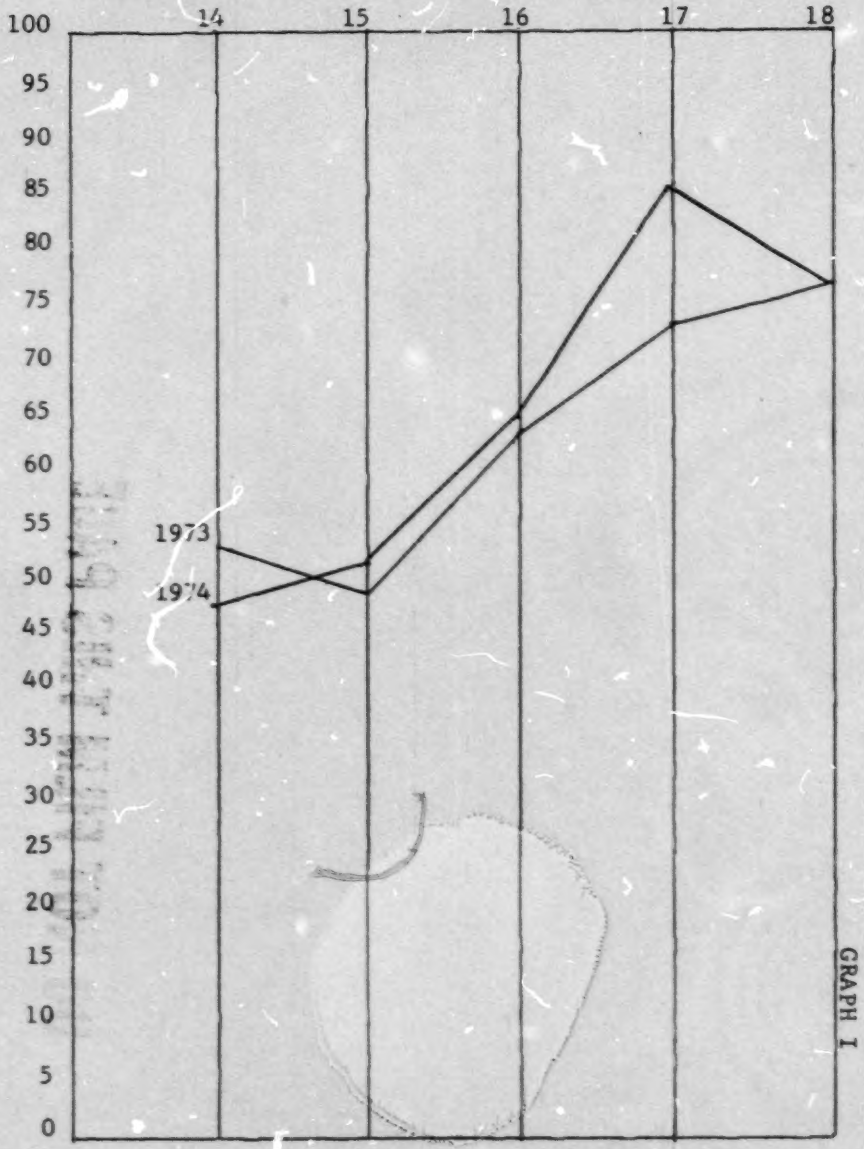
Graph I shows male and female summer employment by age for 1973 and 1974. We see from this that the decrease in male summer employment was responsible for the overall reduction in student employment. Female employment equaled or exceeded the previous year, except for a slight decline at the 14-year-old level. It is interesting to note that for 17-year-old males and females a significant increase in employment occurred with a corresponding decrease in the 18-year-old category. There is no immediately apparent explanation for this unusual similarity. However, the probability of it being only chance seems low.

We see that age and sex have a distinct and direct relationship with the level of summer employment for both sexes. We see also that the difference in level of summer employment between male and female narrowed in 1974 to a mean average of 8% from 15% in 1973.

Percentage of Males Working
Summer of 1973 and 1974 by Age



Percentage of Females Working
Summer of 1973 and 1974 by Age



GRAPH I

Graph IV shows a percentage distribution of how summer jobs were obtained by age and sex. This chart also indicates any changes from the preceding year. Four additional categories were added in an attempt to reduce the number of responses appearing in the "other" category.

The results for both male and female are comparatively similar to 1973. The category of "relative" was added this year and ranked third as a method of employment while the category "other" decreased significantly. "Through a friend", "on my own", and "relative" were the most frequently used methods in that order, for both sexes. These three categories represent between 70% and 82% of the sources for summer employment regardless of age or sex. Self reliance tends to increase for female workers as age increases. This trend was also apparent in 1973, however, male self reliance decreased with age. This latter statistic is in contrast to 1973 when a very definite increase in this category occurred. There is no clear indication of any other particular category replacing self reliance. A partial explanation may be the addition of "co-op employment" as a category.

School employment counselors ranked 4th in terms of sources used for employment. There was a significant decrease in the utilization of counselors by males 16 and older. Female workers, with the exception of 17-year-olds, tended to have an increased utilization of counselors. The mean percentage for males dropped from 8% to 5%, while females dropped from 9% to 8.5%.

How Summer Job Was Obtained By Age For Male Applicants

	14 Years			15 Years			16 Years			17 Years			18 Years		
	1974	1973	% ±	1974	1973	% ±	1974	1973	% ±	1974	1973	% ±	1974	1973	% ±
Through a Friend	33%	27.4%	+5.6	27%	32.6%	-5.6	25.7%	26.9%	-1.2	33.9%	28.7%	+5.2	30%	32.3%	-2.3
On Own	28%	30.6%	-2.6	29%	23.9%	+5.1	27.6%	43.3%	-15.7	26.9%	41.7%	-14.8	20%	45.2%	-25.2
Relative	21%			22%			22.8%			20.9%			23.3%		
Employment Counselor	5%	6.5%	-1.5	7%	8.7%	-1.7	4.7%	7.7%	-3.0	4.4%	9.6%	-5.2	3.3%	6.5%	-3.2
Other	2%	24.2%	-22.2	7%	19.6%	-12.6	5.7%	10.6%	-4.9	5.2%	11.3%	-6.1	6.7%	6.5%	+.2
An Ad	2%	0.0%	+2.0	2.2%	2.2%		4.8%	2.9%	+1.9	1.7%	5.2%	-3.5	6.7%	3.2%	+3.5
Rent-A-Kid	9%	3.2%	+5.8	1%	3.3%	-2.3	1.9%	1.9%		3.5%	0.0%	+3.5	0.0%	0.0%	
Co-op	0%			0%			0.0%			2.6%			6.7%		
YES Program	0%	1.6%	-1.6	1%	6.5%	-5.5	3.8%	3.8%		0.0%	2.6%	-2.6	3.3%	3.2%	+.1
New Horizons	0%			3%			1%			0.0%			0.0%		
Opportunities Unlimited	0%			1%			1%			0.0%			0.0%		
Employment Service	0%	6.5%	-6.5	0%	3.3%	-3.3	1%	2.9%	-1.9	1%	0.9%	-.1	0.0%	3.2%	-3.2

How Summer Job Was Obtained By Age For Female Applicants

	14 Years			15 Years			16 Years			17 Years			18 Years		
	1974	1973	% ±	1974	1973	% ±	1974	1973	% ±	1974	1973	% ±	1974	1973	% ±
Through a Friend	28.6%	30.8%	-2.2	29%	34.4%	-5.4	23.6%	32.5%	-8.9	30.1%	29.5%	+.6	11.1%	7.7%	+3.4
On Own	20.4%	35.5%	-16.1	24.1%	25%	-.9	27.8%	39.8%	-12.0	28.9%	42.9%	-14.0	44.4%	53.8%	-9.4
Relative	26.5%			22.6%			19.4%			16.9%			22.2%		
Employment Counselor	6.1%	7.7%	-1.6	8.1%	7.8%	+.3	8.3%	7.2%	+1.1	0.0%	7.6%	-7.6	11.1%	15.4%	-4.3
An Ad	2%	1.9%	+.1	1.6%	4.7%	-3.1	5.6%	7.2%	-1.6	8.4%	2.9%	+5.5	5.6%	15.4%	-9.8
Other	8.2%	17.3%	-9.1	3.2%	10.9%	-7.7	4.2%	7.2%	-3.0	7.2%	8.6%	-1.4	0.0%	7.7%	-7.7
New Horizons	4.1%			3.2%			2.8%			0.0%			5.6%		
Rent-A-Kid	4.1%	1.9%	+2.2	1.6%	3.1%	-1.5	2.8%	1.2%	+1.6	1.2%	1.0%	+.2	0.0%	0.0%	
YES Program	0%	3.8%	-3.8	4.8%	7.8%	-3.0	2.8%	3.6%	-.8	2.4%	6.7%	-4.3	0.0%	0.0%	
Employment Service	0%	0.0%		1.6%	6.3%	-4.7	2.8%	1.2%	+1.6	0.0%	1.0%	-1.0	0.0%	0.0%	
Co-op	0%			0%			0.0%			4.8%			0.0%		
Opportunities Unlimited	0%			0%			0.0%			0.0%			0.0%		

GRAPH IV

Rent-A-Kid experienced an increase in utilization by both male and female workers in all but the 15 and 18-year-old age brackets. Combining Rent-A-Kid and employment counselors as a source, the mean average for males was 8% and 8.7% for females. This is a decrease of approximately 2% over 1973. This decrease is consistent with the placement statistics for the Career Placement Center which showed a decrease during the summer of 1974. Graph V shows the statistics by individual schools and may provide greater insight into the overall performance.

There are 10 schools which show high involvement of counselors and Rent-A-Kid as a source of employment. The percentages for high schools are above the mean average. At the junior high level this involvement is significantly higher. The ten schools and their combined percentage for Employment Counselor and Rent-A-Kid are indicated below.

East High School	8.2%
North High School	8.0%
Roosevelt High School	9.9%
Tech High School	8.9%
Brody Junior High	22.2%
Callanan Junior High	23.1%
Hiatt Junior High	36.4%
Irving Junior High	40.0%
Merrill Junior High	22.2%
Weeks Junior High	23.1%

How Summer Job Was Obtained By School

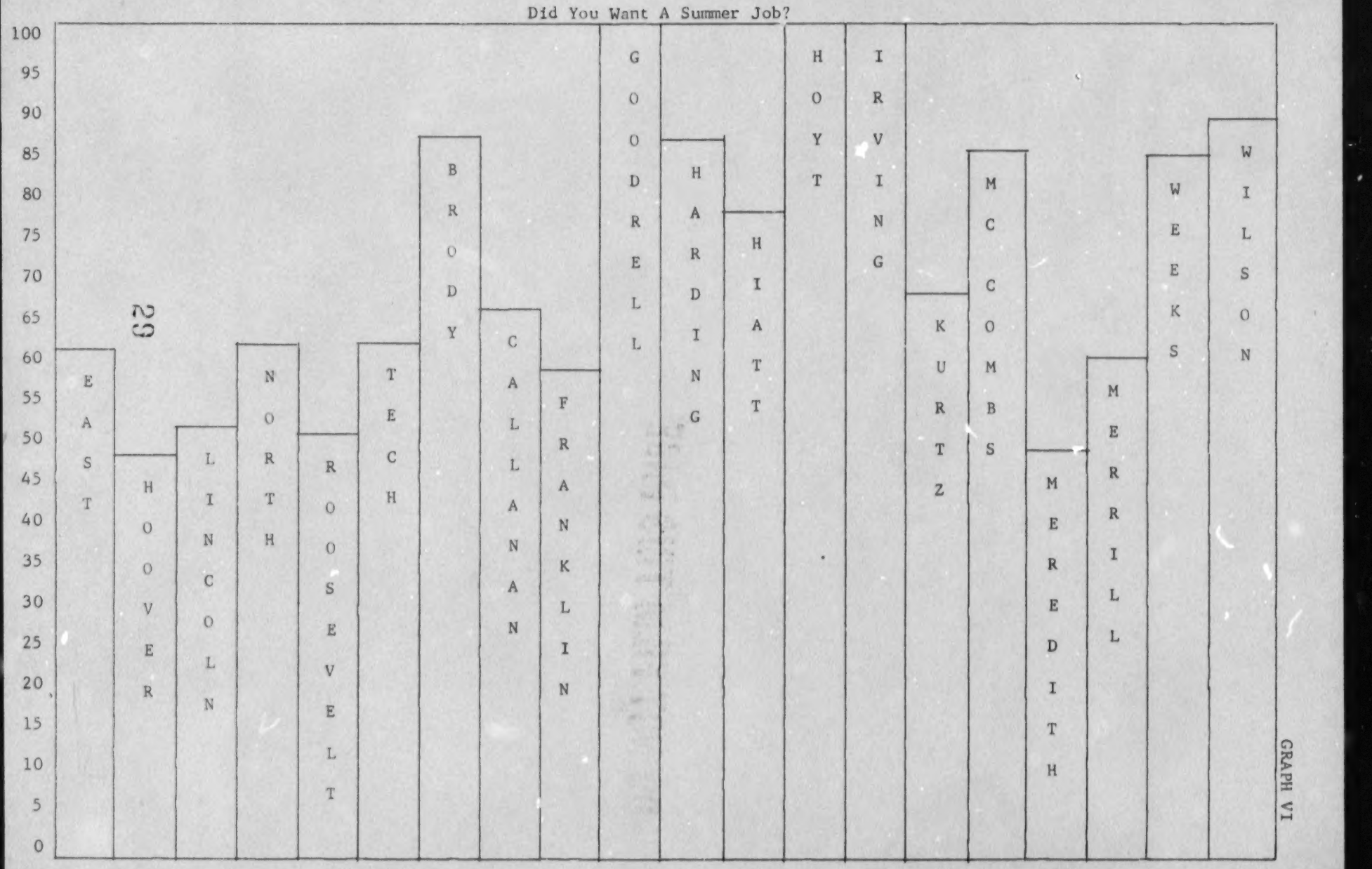
	East	Hoover	Lincoln	North	Roosevelt	Tech	Brody	Callanan	Franklin	Goodrell	Harding	Hiatt	Hoyt	Irving	Kurtz	McCombs	Meredith	Merrill	Weeks	Wilson
Through a Friend	29.7	31.6	30.8	40.0	24.2	17.8	11.1	23.1	26.7	35.7	36.4	9.1	44.4	10.0	27.3	11.1	33.3	0.0	23.1	50.0
On Own	39.2	27.4	27.4	18.0	28.6	22.2	33.3	30.8	33.3	35.7	18.2	18.2	22.2	0.0	18.2	22.2	27.8	22.2	7.7	10.0
Relative	12.2	20.0	21.4	20.0	26.4	20.0	22.2	15.4	13.3	14.3	36.4	0.0	22.2	0.0	27.3	33.3	27.8	22.2	46.2	15.0
Employment Counselor	6.8	1.1	1.7	8.0	4.6	6.7	22.2	7.7	0.0	0.0	0.0	18.2	0.0	40.0	9.1	0.0	0.0	11.1	7.7	0.0
Other	4.1	10.5	5.1	2.0	3.3	2.2	0.0	0.0	13.3	7.1	0.0	0.0	0.0	0.0	0.0	33.3	11.1	11.1	0.0	10.0
An Ad	2.7	2.1	5.1	4.0	6.6	5.6	0.0	0.0	0.0	0.0	9.1	0.0	11.1	0.0	0.0	0.0	0.0	11.1	0.0	5.0
Rent-A-Kid	1.4	2.1	0.0	0.0	5.5	2.2	0.0	15.4	0.0	0.0	0.0	18.2	0.0	0.0	0.0	0.0	0.0	11.1	15.4	0.0
Co-op	2.7	0.0	0.0	2.0	0.0	6.7	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YES Program	0.0	0.0	0.0	0.0	0.0	12.2	0.0	7.7	0.0	7.4	0.0	0.0	0.0	10.0	0.0	0.0	0.0	0.0	0.0	0.0
New Horizons	0.0	0.0	0.9	2.0	0.0	3.3	0.0	0.0	0.0	0.0	0.0	27.3	0.0	30.0	0.0	0.0	0.0	0.0	0.0	0.0
Opportunities Unlimited	0.0	0.0	0.9	0.0	0.0	1.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Employment Service	0.0	0.0	1.7	2.0	1.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	5.0

GRAPH V

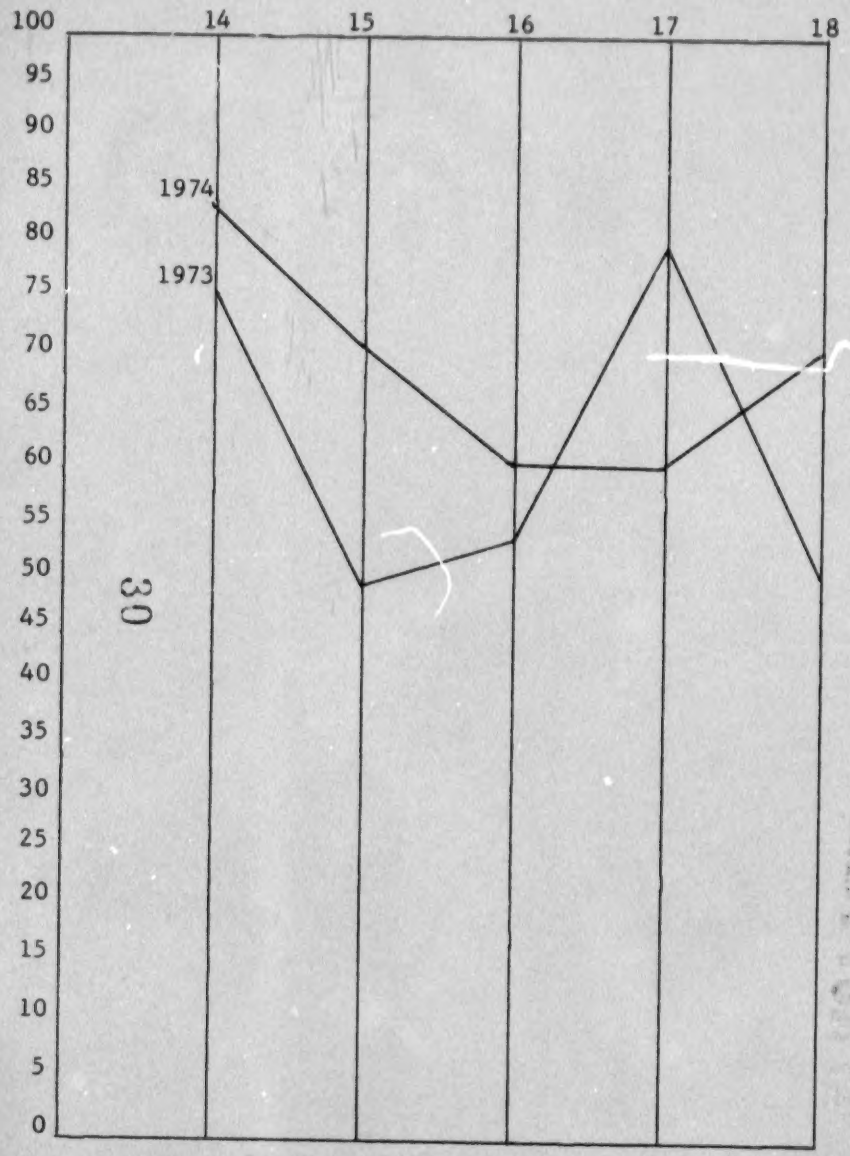
These figures indicate that counselors and the Rent-A-Kid program at the junior high level can be a significant source of employment. At some schools these sources accounted for almost no employment. Those schools having a high counselor and Rent-A-Kid effectiveness are not limited to a specific geographic area or socio-economic group as all segments of the economy are represented by these junior highs. It would appear that the Career Placement Center's system can serve all groups equally well. Although not directly indicated on the survey data, the junior high schools where a low counselor/Rent-A-Kid percentage existed also have low commitment on the part of the school staff toward the program.

Graph VI shows the percentage of students seeking work by schools. The junior high schools have a higher percentage which correlates with the employment statistics showing 9th grade having the lowest employment.

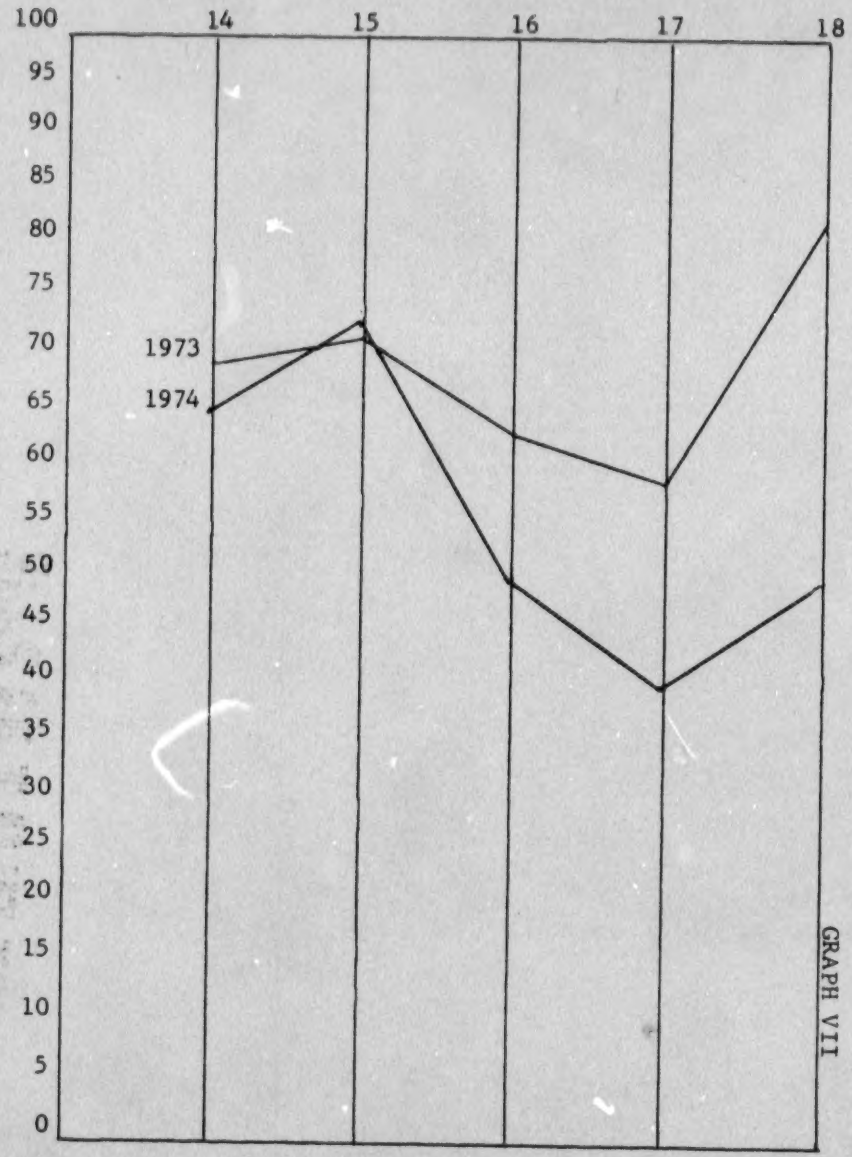
Graph VII shows the percentage of males and females by age who were unemployed but wished to work. We see that the relationship is almost the inverse of Graph I showing employment by age and sex. The percentages for males were higher in 1974 with an average of 70.7% as compared to 61.2% for 1973. This difference very nearly equals the percentage decrease in male employment. Females seeking employment declined in almost direct proportion to the corresponding increase in employment. From an average of 68.8% in 1973 to 61.1% in 1974.


Did You Want A Summer Job?
100
95
90
85
80
75
70
65
60
55
50
45
40
35
30
25
20
15
10
5
0
EAST
HOOVER
LINCOLN
NORTH
ROOSEVELT
TECH
BRODY
CALLANAN
FRANKLIN
GOODRELL
HARDING
HIATT
HOYT
IRVING
KURTZ
MCCOMBS
MEREDITH
MERRILL
WEEKS
WILSON
62
GRAPH VI

Percentage of Males by Age Who Wanted To Work Summer of 1973 and 1974 But Did Not



Percentage of Females by Age Who Wanted To Work Summer of 1973 and 1974 But Did Not



GRAPH VII

Students Who Did Not Work Summer of
1974 But Worked Previously by School

East.....40.5%

Hoover.....37.0%

Lincoln.....26.3%

North.....18.8%

Roosevelt.....41.0%

Tech.....37.5%

Brody.....25.0%

Callanan.....66.7%

Franklin.....17.4%

Goodrell.....14.3%

Harding.....11.8%

Hiatt.....10.0%

Hoyt.....0.0%

Irving.....0.0%

Kurtz.....30.0%

McCombs.....12.5%

Meredith.....31.3%

Merrill.....7.7%

Weeks.....7.1%

Wilson.....20.0%

GRAPH VIII

Graph VIII shows the percentage of students by school who had previous summer employment, but did not work summer of 1974. As would be expected the high schools showed a significantly higher rate than the junior high schools. The mean average for high school was 35% while junior high was 19%. It is interesting to note that four junior high schools had a significantly higher percentage of students with previous work experience. These schools represented different geographic and socio-economic areas. No data is available to indicate why students from these schools would have a higher percentage of previous work experience.

Charts C and D in the Appendix show a comparison of the length of the summer job by age and sex for 1973 and 1974. The length of the summer job increases directly with age for both male and female students. It also indicates, based on two years data, that the percentage distribution by age and sex, is somewhat similar. This would indicate that in the Des Moines labor market, there is a somewhat static number of jobs for each age group. These jobs also tend to be fairly rigid in terms of their length within each age range. Females tended to have a higher percentage of long term employment. This is compatible with our figures showing higher general female employment.

Chart E in the Appendix shows the distribution of the length of summer job in weeks for all students. We find that 57.2% of the students worked all summer, with 16.3% working 6 to 8 weeks. By combining these categories we find that 73.5% of the students working the summer of 1974 worked a sub-

stantial portion of the summer. Chart E also indicates the number of hours worked per week for those students. Only 38.2% had a job of 30 hours or more per week. Therefore, 62% were not working in a full-time job during the summer.

Conclusions

The overall level of summer student employment remained very similar to the summer of 1973. Based on two years of data and 2,074 students surveyed, it appears that summer employment for youth between 14 and 19 will be 68% $\pm$ 1%.

Age is a significant factor in determining the likelihood of employment. Employment will increase significantly for all students 16 and older and continue to increase at each age level.

Male employment declined during 1974. This probably can be closely associated with the economy and in particular the significant decline in construction activity during the summer of 1974. General manual labor jobs also declined during this same period. 72.3% of all male students worked during the summer of 1974 down from 77.8% in 1973. Female employment increased from 60.4% in 1973 to 61.6% in 1974.

The length of a summer job is directly related to age. The probability of working a major portion of the summer increases with age and is slightly better for female students. The probability of securing a forty hour per week job is about 40%.

Students who secure summer employment rely most consistently on friends, themselves, and relatives to obtain the position.

Youth Employment Counselors and the Rent-A-Kid program represented the fourth most popular method of securing employment. Approximately 8-9% of the students found employment through this source. Junior high schools where active and committed counselors are located showed a dramatic difference with a mean average of 28%.

Based on 1973 and 1974 employment levels for age and sex, there appears to be a plus or minus percentage change of 2.5 to 3 for every 1% change in number employed. The percentage of male and female students who wanted to work but did not, appears to have a predictable correlation with the percentage of employed students.

The number of students wanting work as a percentage of those not working, decreases with age.

Previous work experience does not guarantee success in securing summer employment. As students increased in age the percentage of those having previously worked increased.

90% of all students surveyed either worked or wanted to work during the summer of 1974.

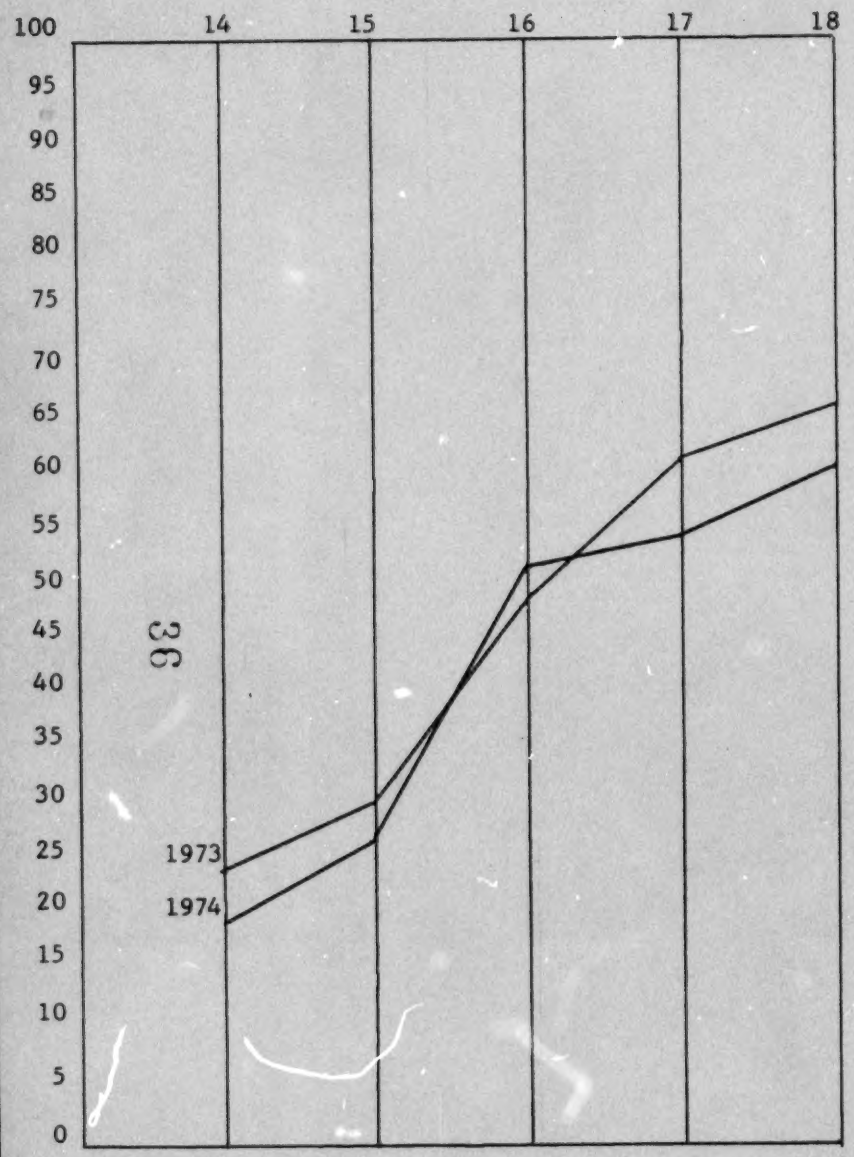
School Year Employment

Regular part-time employment during the school year by age and sex is shown on Graph IX. Male and female employment share a similar employment curve

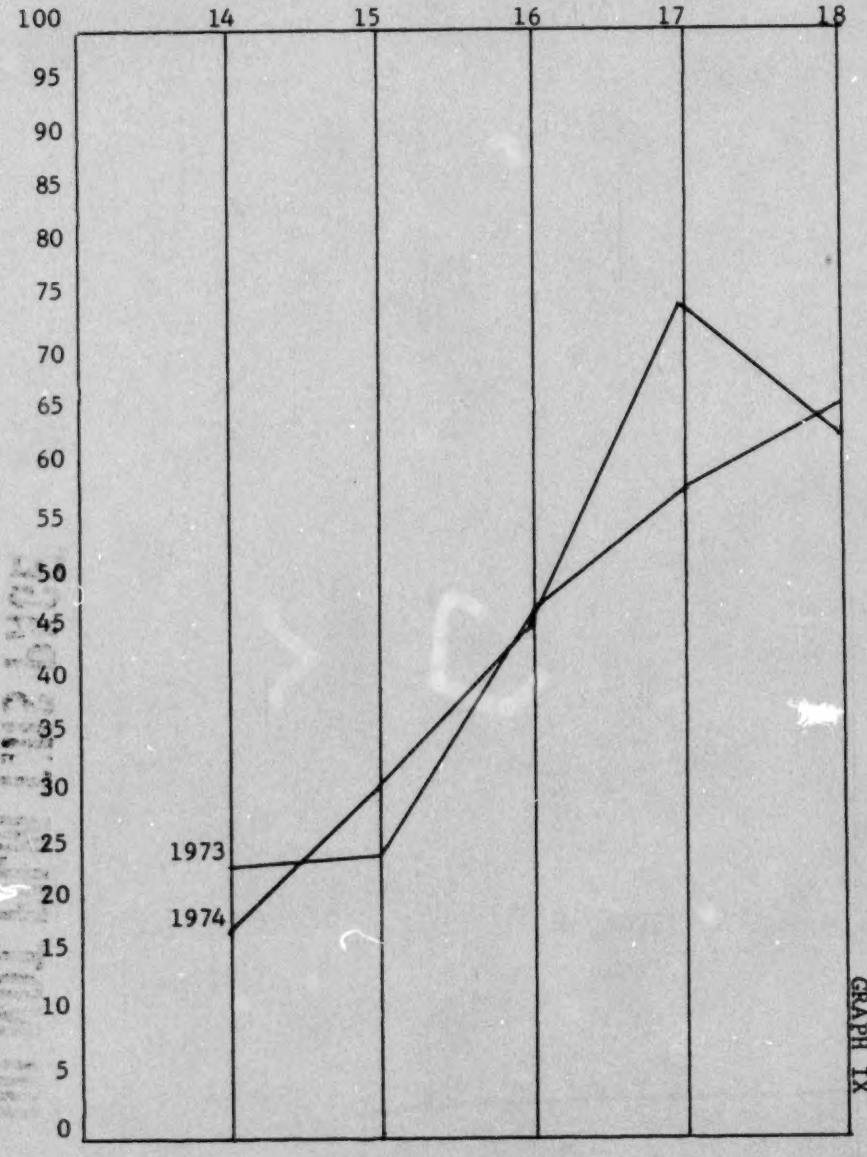
over the age ranges surveyed. Female employment exceeds male employment by 3% for 15-year-olds, 20% for 17-year-olds, and 2% for 18-year-olds. Male employment exceeds female for 14-year-olds by 2% and by 6% for 16-year-olds. The percentage of both male and females working increases directly with age. In contrast to 1973, we see that female employment is generally higher than male employment, particularly in the older age ranges. We noted earlier that female summer employment in the older age ranges also increased significantly. The level of employment for females is very similar to that indicated for 1973 except for 17-year-olds. This particular group also had unusually high summer employment. The difference between 1973 and 1974 percentages in male/female employment levels is a result of a decrease in male employment, not an increase in female employment. This can probably be explained by the economic conditions of the times. Typically, female employment occurs in occupations which experience a limited effect from short term economic downturns, i.e., office occupations, food service and retail sales. Male employment on the other hand, is more susceptible to economic downturns, particularly in the areas of service stations, maintenance, and stock work, as well as, construction-related activities.

Graph X indicates the percentage of students by school who are currently working on a part-time basis. As would be expected, high school employment is higher than junior high employment. High school employment ranges between 45% and 60% of the student body at each school. Roosevelt and Hoover, which traditionally have the highest percentage of college bound students,

Percentage of Males Working Now and During Same Period of 1973 By Age.



Percentage of Females Working Now and During Same Period of 1973 By Age.

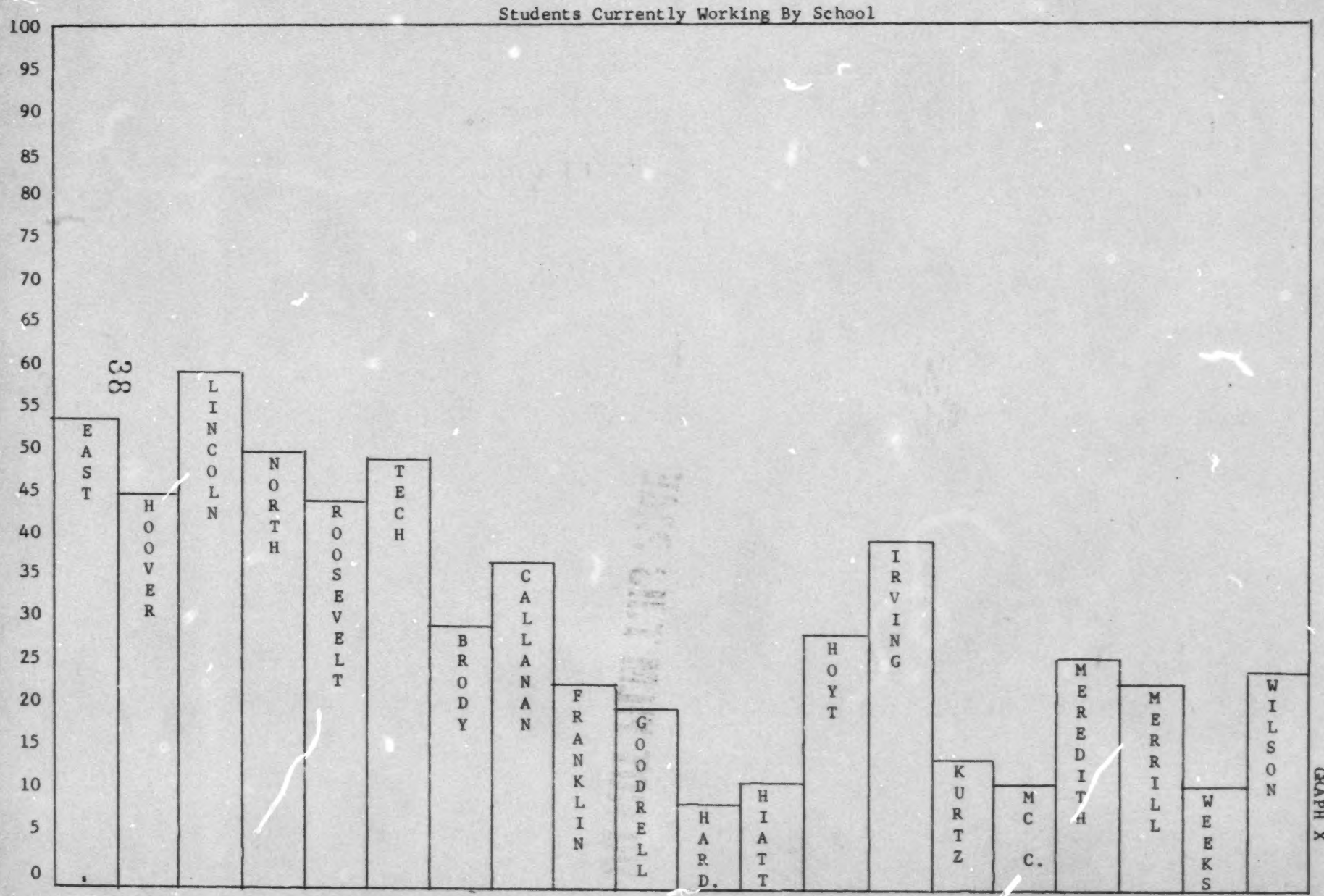


GRAPH IX

have the lowest percentage of students employed during the school year. Lincoln High School has the highest percentage of student employment at 60%. This might be explained by the composition of the student body. The school has a large percentage of students from middle income, work-oriented families. Minority enrollment and low income family units comprise a small percentage of the student body. The large geographic area served and a feeling of localism by area employers may also account for a greater number of employment opportunities. The remaining high schools, East, North and Tech are within 5% of each other at 50% to 55% levels.

The junior high schools present an interesting picture of employment across the full socio-economic spectrum. Student employment in the 9th grade ranges from a low of 10% to a high of 40%. Brody, Meredith, and Merrill are schools located in high socio-economic areas. Callanan, Irving and Wilson are schools which are located in low socio-economic areas. Hoyt Junior High is for the most part composed of middle income families. These schools mentioned have the highest rate of employment at the junior high level. Each of these schools mentioned has a counterpart with relatively low student employment. Inasmuch as Callanan and Irving have an extensive number of programs for student employment, their employment statistics logically would be higher. The remaining schools, however, do not seem to have any particular advantage over the others.

Chart F in the Appendix, shows the percentage of students working by number of hours worked per week for each school. The heaviest concentration, regardless of school, is in the 11 to 30 hours per week bracket.


Students Currently Working By School
100
95
90
85
80
75
70
65
60
55
50
45
40
35
30
25
20
15
10
5
0
EAST
HOOVER
LINCOLN
NORTH
ROOSEVELT
TECH
BRODY
CALLANAN
FRANKLIN
GOODRELL
HARD.
HIATT
HOYT
IRVING
KURTZ
MC C.
MEREDITH
MERRILL
WEEKS
WILSON

GRAPH X

Graph XI indicates how the current job was obtained by school. At the high school level, students indicated that "on their own" was the most frequent method ranging from a low of 20.9% to a high of 39.4%. "Through a friend" was a very close second ranging from a low of 14.3% to a high of 38.8%. The third most frequent method was "through a relative", ranging from a low of 8.9% to a high of 19%. These three categories comprised at least 80% of the students. The balance of the students were distributed over the other nine categories.

In junior high there was considerably more variation. "Through a friend", "on their own", and "relative" were generally the most common methods. In three junior highs, Callanan, Irving and Weeks, the Youth Employment Counselors played a significant role. This ranged from 12.5% to 50% as a method of securing employment. The New Horizons program for economically disadvantaged students also was significant at Hiatt and Irving Junior Highs.

Graph XII shows the method of obtaining a school year job by age and sex, for both 1973 and 1974. The third column in each box represents the percentage change for each age and sex. A very disturbing statistic is readily apparent concerning the categories of Employment Counselor and Rent-A-Kid. Out of ten age and sex groups, the Employment Counselor, as a job source, increased 11.8% for 14-year-old males and decreased from 4.5% up to 31.8% for the remaining nine groups. Rent-A-Kid followed the same pattern, with an increase of 1.5% for 17-year-old males, and a 5.6% in-

How Current Job Was Obtained By Age For Male Applicants

	14 Years			15 Years			16 Years			17 Years			18 Years		
	1974	1973	% ±	1974	1973	% ±	1974	1973	% ±	1974	1973	% ±	1974	1973	% ±
On Own	35.3%	36.0%	-.7	31.6%	33.3%	-1.7	36.8%	44.3%	-7.5	32.4%	38.0%	-5.6	18.2%	36.4%	-18.2
Through a Friend	39.4%	32.0%	+7.4	26.3%	33.3%	-7.0	22.4%	22.9%	-.5	32.4%	25.3%	+7.1	27.3%	18.2%	+9.1
Relative	23.5%			15.8%			15.8%			10.3%			13.6%		
Employment Counselor	11.8%	0.0%	+11.8	5.3%	13.9%	-8.6	1.3%	12.9%	-11.6	0.0%	17.7%	-17.7	0.0%	31.8%	-31.8
Other	0.0%	24.0%	-24.0	2.6%	11.1%	-8.5	6.6%	11.4%	-4.8	8.8%	15.2%	-6.4	9.1%	4.5%	+4.6
An Ad	0.0%	0.0%		10.5%	8.3%	+2.2	13.2%	7.1%	+6.1	2.9%	2.5%	+.4	18.2%	36.4%	-18.2
Rent-A-Kid	0.0%	4.0%	-4.0	0.0%	0.0%		0.0%	1.4%	-1.4	1.5%	0.0%	+1.5	0.0%	0.0%	
Co-op	0.0%			0.0%			0.0%			10.3%			13.6%		
Employment Service	0.0%	0.0%		2.6%	0.0%	+2.6	0.0%	0.0%		0.0%	1.3%	-1.3	0.0%	4.5%	-4.5
Opportunities Unlimited	0.0%			0.0%			1.3%			0.0%			0.0%		
YES Program	0.0%	4.0%	-4.0	0.0%	0.0%		0.0%	0.0%		0.0%	0.0%		0.0%	0.0%	

How Current Job Was Obtained By Age For Female Applicants

	14 Years			15 Years			16 Years			17 Years			18 Years		
	1974	1973	% ±	1974	1973	% ±	1974	1973	% ±	1974	1973	% ±	1974	1973	% ±
On Own	16.7%	45.5%	-28.8	17.9%	20.0%	-2.1	30.8%	47.5%	-16.7	28.8%	42.7%	-13.9	31.3%	45.5%	-14.2
Through a Friend	16.7%	31.8%	-15.1	41.0%	50.0%	-9.0	28.8%	16.4%	12.4	27.4%	25.6%	+1.8	25.0%	0.0%	+25.0
Relative	33.3%			12.8%			21.2%			11.0%			6.3%		
An Ad	11.1%	0.0%	+11.1	10.3%	0.0%	+10.3	9.6%	11.5%	-1.9	12.3%	3.7%	+8.6	12.5%	18.2%	-5.7
Other	0.0%	13.6%	-13.6	2.6%	13.3%	-10.7	5.8%	6.6%	-.8	8.2%	12.2%	-4.0	0.0%	18.2%	-18.2
Co-op	0.0%			2.6%			5.8%			8.2%			0.0%		
Employment Counselor	0.0%	4.5%	-4.5	2.6%	13.3%	-10.7	1.9%	18.0%	-16.1	0.0%	15.9%	-15.9	12.5%	18.2%	-5.7
New Horizons	5.6%			7.7%			0.0%			1.4%			0.0%		
Rent-A-Kid	5.6%			0.0%			0.0%			0.0%			0.0%		
YES Program	0.0%	0.0%		2.6%	3.3%	-.7	0.0%	0.0%		0.0%	0.0%		0.0%	0.0%	
Employment Service	0.0%	4.5%	-4.5	0.0%	0.0%		0.0%	0.0%		0.0%	0.0%		0.0%	0.0%	

GRAPH XII

How Current Job Was Obtained By School

	East	Hoover	Lincoln	North	Roosevelt	Tech	Brody	Callanan	Franklin	Goodrell	Harding	Hiatt	Hoyt	Irving	Kurtz	McCombs	Meredith	Merrill	Weeks	Wilson
Through a Friend	38.8	30.4	31.9	27.3	32.8	14.3	20.0	12.5	62.5	50.0	0.0	50.0	50.0	16.7	33.3	50.0	22.2	0.0	0.0	42.9
On Own	37.3	37.5	20.9	39.4	29.3	28.6	60.0	50.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	0.0	44.4	40.0	33.3	14.3
Relative	11.9	8.9	18.7	9.1	19.0	8.9	20.0	25.0	12.5	50.0	50.0	0.0	25.0	0.0	66.7	0.0	22.2	0.0	33.3	28.6
Employment Counselor	0.0	0.0	0.0	3.0	5.2	0.0	0.0	12.5	0.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0	33.3	0.0
Other	1.7	10.7	8.8	6.1	3.4	7.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	50.0	0.0	0.0	0.0	0.0
An Ad	11.9	10.7	12.1	9.1	6.9	14.3	0.0	0.0	0.0	0.0	0.0	0.0	25.0	0.0	0.0	0.0	11.1	20.0	0.0	0.0
Rent-A-Kid	0.0	0.0	0.0	0.0	0.0	1.8	0.0	0.0	12.5	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Co-op	5.1	0.0	2.2	3.0	3.4	21.4	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
YES Program	0.0	0.0	0.0	0.0	0.0	1.8	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
New Horizons	0.0	0.0	1.1	0.0	0.0	1.8	0.0	0.0	0.0	0.0	0.0	50.0	0.0	33.3	0.0	0.0	0.0	0.0	0.0	0.0
Opportunities Unlimited	0.0	0.0	1.1	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
Employment Service	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	14.3

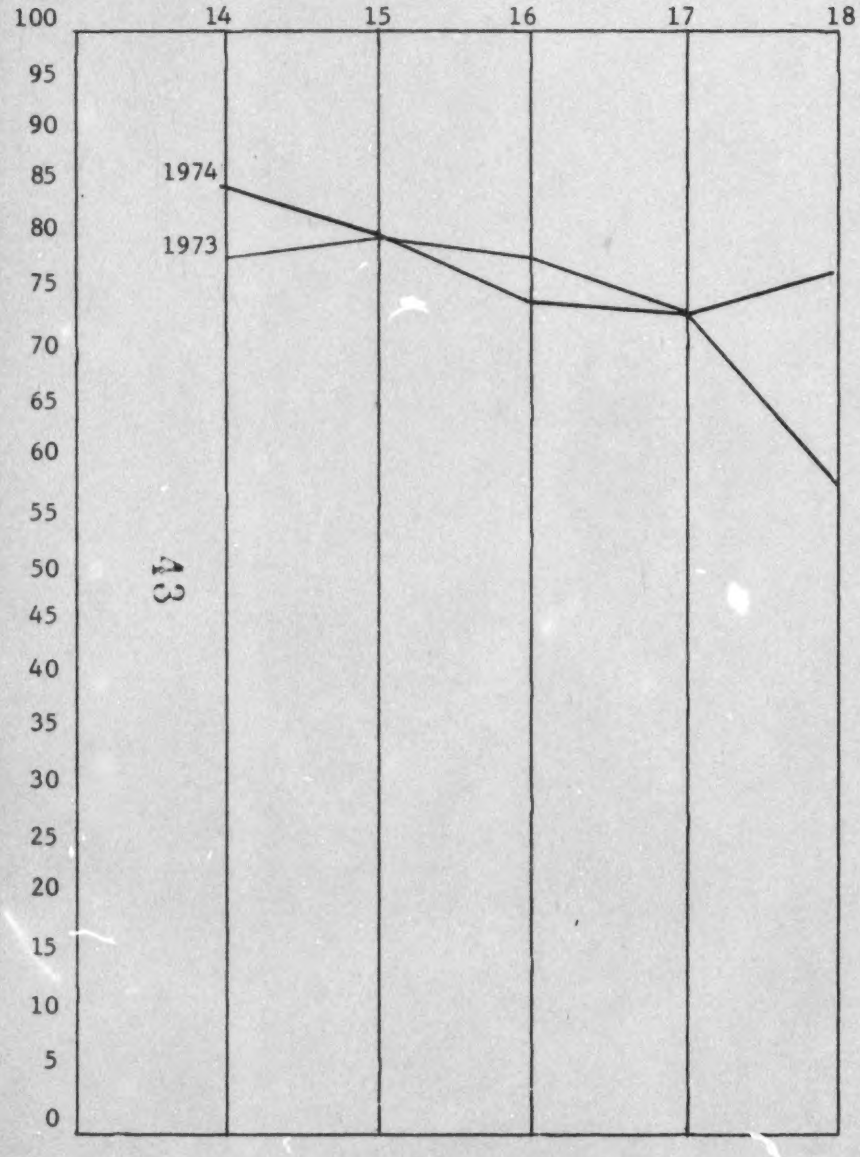
GRAPH XI

crease for 14-year-old females. The remaining eight age/sex groups declined from 1.4% to 4%.

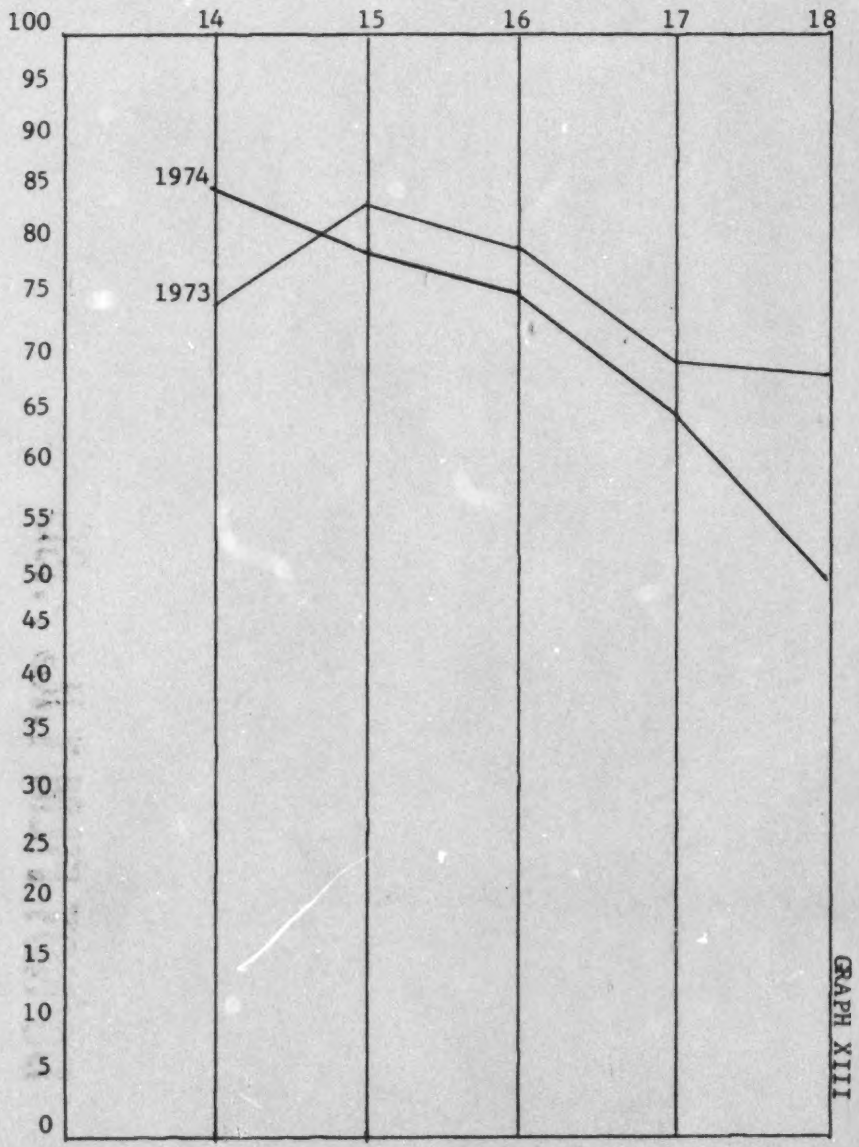
Another significant decrease occurred in the category "on my own", ranging from 17% up to 28.8%. The largest decreases seemed to occur for females 16 years of age and older, ranging between 13.9% and 16.7%. The decrease for males was smaller but again increased for those 16 and older, ranging from 5.6% to 18.2%. The categories of "other", "Employment Service", "Opportunities Unlimited", and "YES Program", also declined generally. The shift or growth seemed to occur in the categories of "relative" and "through a friend". The addition of the category "relative" may simply have been previously included by the students under the category "on own" in 1973.

The general state of the economy and the labor market specifically have had a direct effect on student access to employment. The numbers of part-time and Rent-A-Kid job opportunities were slightly higher for the period of September through December 1974. During this period of 1973, the Career Placement Center received 305 part-time and 200 Rent-A-Kid jobs. During the 1974 period, 324 part-time jobs and 219 Rent-A-Kid jobs were received. The placements for these periods were; part-time 1973, 109, part-time 1974, 137, 137, Rent-A-Kid 1973, 135, Rent-A-Kid 1974, 214. Looking at these statistics, we see that the Placement Center actually placed 107 more students during the fall of 1974. Therefore, it must be concluded that the declines shown for the categories "Employment Counselor" and "Rent-A-Kid"

Percentage of Males By Age Who Are Not Working But Want To, 1973 and 1974.



Percentage of Females By Age Who Are Not Working But Want To, 1973 and 1974.



GRAPH XIII

do not accurately reflect the comparable activity for 1973 and 1974. Through some unknown bias the figures have been skewed. If we were to project the total number of students working based on the survey percentages, we obtain approximately 4,255 students employed. Based on the reported number placed during this period through the Employment Counselors and Rent-A-Kid, their combined percentage would be 8%.

Graph XIII shows a comparison of male and female students by age for 1973 and 1974 who indicated they desired a part-time job. Of those male students not working, between 73% and 85% indicated a desire for employment. The desire for employment in females ranged from a high of 85% at 14 years of age to a low of 50% at 18 years of age. A comparison of Graphs IX and XIII provide an excellent picture of the relationship between level of employment and desire for employment. The desire for employment decreased for both male and female with each increase in age.

It appears that for each age/sex group there may be a predictable employment level. Fourteen-year-old males and females ranged between 16% and 23%. Fifteen-year-old males between 25% and 30%, while 15-year-old females ranged between 24% and 31%. Sixteen-year-old males ranged between 48% and 52% and females of this group ranged between 55% and 61%. Seventeen-year-old females exhibited unusually high employment in 1974 and caused the range to be from 57% to 74%. Eighteen-year-old males had a range of 60% to 65%, almost identical to the female range of 61% to 66%.

This data might indicate that there is an upper employment limit on each age/sex group. It may be that the labor market, under normal influences, can only assimilate a specific number of workers from each group.

Graph XIV indicates the students currently working by age who also worked the previous summer. We see that there was a generally significant decrease from a level of nearly 90% for all ages in 1973. For students 14 through 16, the level ranged from 80% down to 70%. Only the 17-year-olds showed a slight increase to approximately 92%. This variation was consistent with the previous employment statistics for that age group.

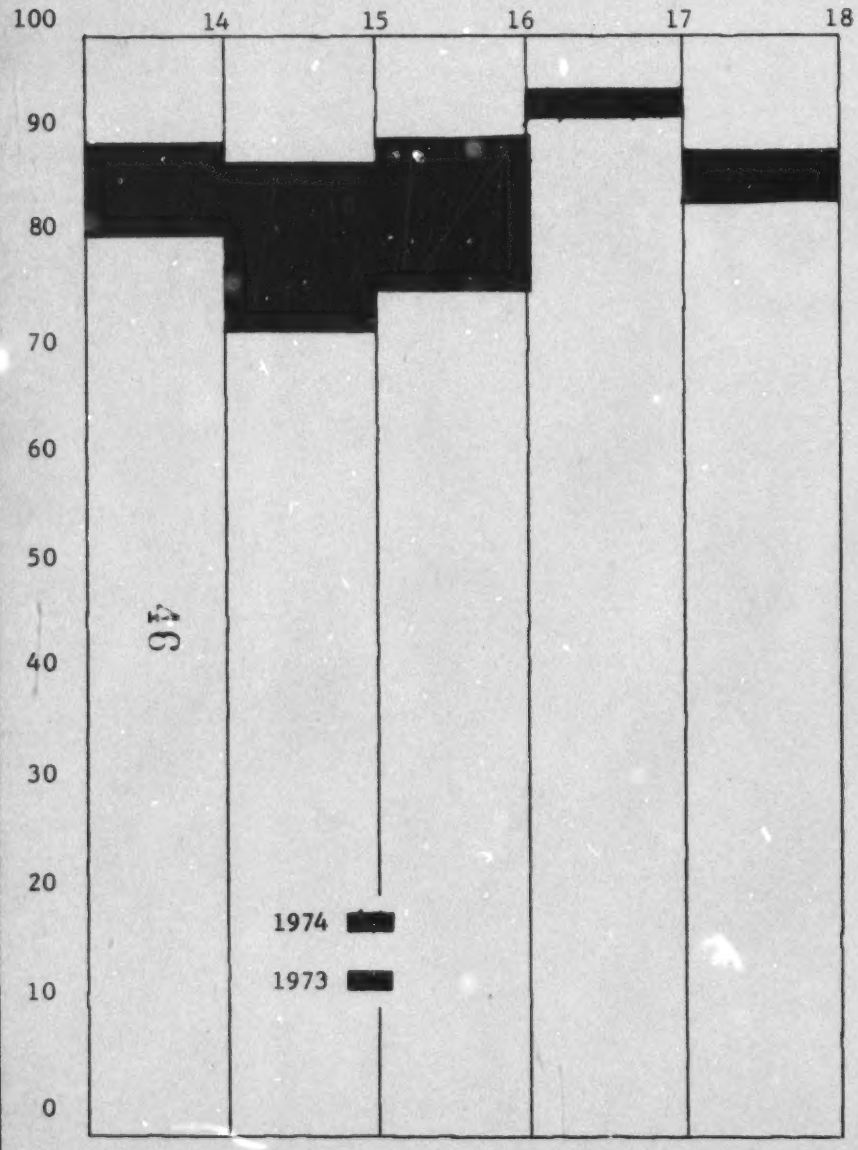
The other part of Graph XIV indicates the students currently working as a percentage of those who worked the previous summer. This graph shows a decrease in all age groups for 1974.

In analyzing the data from both parts of Graph XIV, several statements can be made. More students who had not previously been working entered the labor market in the fall of 1974. This group comprised some 20% to 30% of the students employed, which is double that of 1973. It also appears that there were more jobs terminating at the end of the summer during 1974.

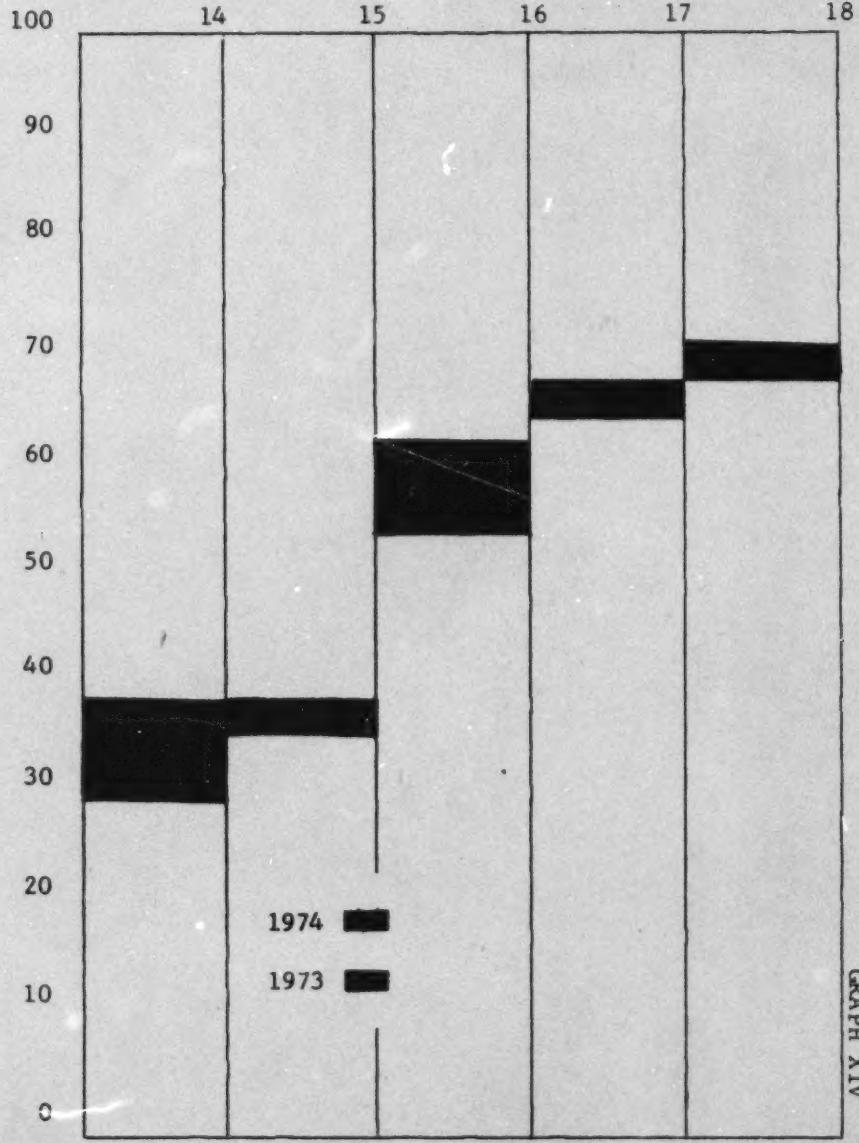
Previous summer employment appears to still have a significant correlation with students working part-time during the school year. It is not, however, a requirement as evidenced by the 20% to 30% new school year workers.

Graph XV shows the desire for school year employment by schools for 1974.

STUDENTS CURRENTLY WORKING WHO
WORKED PREVIOUS SUMMER



STUDENTS CURRENTLY WORKING AS A %
OF THOSE WHO WORKED PREVIOUS SUMMER



GRAPH XIV

The levels are generally high for both junior and senior high schools, without regard to socio-economic composition.

Conclusions

Part-time employment during the school year increases directly with age. Female employment increased slightly over 1973 levels, while male employment decreased slightly.

High school employment ranged from a low of 45% at Hoover and Roosevelt, to a high of 60% at Lincoln. Level of employment may have some correlation with the socio-economic composition at the high school level.

Junior high schools have part-time student employment ranging from 10% to 40% without apparent regard to socio-economic composition.

The most frequent number of hours per week worked fall into the 11-30 per week category, regardless of grade in school.

Students obtained their part-time job most often through a friend. Following closely as a source was their own effort and the help of a relative. These three categories seem to comprise approximately 80% of the methods students use in securing part-time employment.

Employment counselors had a significant decrease as a source of employment during 1974. They, however, tend to have greater involvement at the junior high level. Based on Career Placement Center statistics for placement during the period of 1974 under discussion, we find that there were actually

107 more students placed than in 1973. Projecting total employment levels and comparing Placement Center statistics for 1974, we obtain 8% as the number served.

Between 73% and 85% of all male students not working during the school year, indicated a desire for employment. Between 50% and 85% of the females not working, indicated a desire for employment. The percentage decreases directly with an increase in age.

Each age level appears to have a predictable employment percentage range, based on two years of data.

14-year-olds - 16% to 23%
15-year-olds - 24% to 31%
16-year-olds - 45% to 52%
17-year-olds - 55% to 61% - Male
17-year-olds - 57% to 74% - Female
18-year-olds - 60% to 66%

This data would seem to indicate that there are rather fixed levels of employment for each age group. These levels have approximately a 7% range and tend to be sequential.

In 1974 a significantly larger number of students who did not work during the summer, entered the school year labor market. Students currently working as a percentage of those who worked during the summer of 1974 declined. The majority of students working during the school year tend to have had previous work experience.

Career Placement Center Services

Graph XVI indicates the results to the question, "Have You Ever Gotten a Job Through the Help of; a counselor, Rent-A-Kid, or a teacher." This was an attempt to quantify the overall contact and service the students may have received since the beginning of the Career Placement Center in 1972. At the high school level, counselors as a source of employment, ranged from 21.1% at Tech to 3.3% at Hoover. Rent-A-Kid ranged from 3.1% at Roosevelt to 9.6% at Tech. Combining these two categories we see that the percentages range from 7.4% at Hoover to 30.7% at Tech.

The average percentage of students served seems to be in the area of 12% to 13%.

At the junior high level counselors ranged from 53.3% at Irving to 0% at five schools. Rent-A-Kid ranged from 13.6% at Callanan to 0% at nine schools, four of the schools were the same as those showing 0% for the counselor. Goodrell, Hoyt, McCombs, and Wilson Junior Highs, until the fall of 1974 had little or no activity. This was primarily a result of changes in personnel. The other schools which show no activity, have in fact had Rent-A-Kid involvement.

Graph XVII indicates what percentage of students by school, are aware that there is a Youth Employment Counselor. In looking at the six high schools we see that all but North increased in awareness over 1973. The Youth Employment Counselor and North counseling staff in general do not have a positive attitude. It is not surprising that the awareness level has decreased

during 1974. I would expect the Lincoln and Tech levels will continue to increase to a level comparable to those at East, Hoover, and Roosevelt. The three latter schools show awareness in the range of 90% to 95%.

At the junior high level, six of the fourteen schools decreased in awareness in 1974. In the case of Callanan and Irving the decrease was insignificant as it went from 100% to 95%. The decrease at Brody and Goodrell was in the area of 5% and while not showing growth, it still represented a level of 70% or higher. Kurtz dropped by approximately 15% from 90% down to 75%. Weeks had the most dramatic drop of 35% from 90%, down to approximately 55%. We believe that most of the decrease for Kurtz and Weeks can be attributed to a purposeful de-emphasis by the Youth Employment Counselors. Job opportunities became very scarce on the south side during the fall of 1974. As a result, it was decided to not recruit large numbers of job applicants who in turn would not have good prospects of finding employment.

In general the level of awareness is high and seems to be improving overall.

Utilization of the Placement Service

Graph XVIII indicates the percentage of students by school who had registered for employment with their counselor. This graph, when compared with the results shown on Graph XVI is very revealing. In almost every school, the percentage indicating that help in finding a job came from a counselor or Rent-A-Kid varied directly with the level of registration. The schools

such as Callanan and Irving had 60% and 90% registration respectively, with 41% and 53% placement. Schools such as Franklin, Hoyt, Meredith, and others had registration percentages in the 10% to 15% range, and indicated placement in the 0% to 5% range.

At the high school level, Hoover has the lowest registration percentage at 14% and the lowest placement percentage at 7.5%. The registration and placement ratio increase directly for each school with Tech having a registration rate of 35% and a placement rate of 30.7%.

The relationship between registration and securing a job through the placement system is irrefutable. When you compare the percentage of students registered, and the percentage receiving service it becomes apparent that there is a high rate of service to those utilizing the system.

Graph XIX gives even greater insight into the relationship of registration and service. In fifteen schools the percentage of students who registered and were contacted about a job exceeded 50%. The five schools where contact was low, were the same ones where registration was very low. In eight of the fifteen schools, the contact percentage was 70% or above.

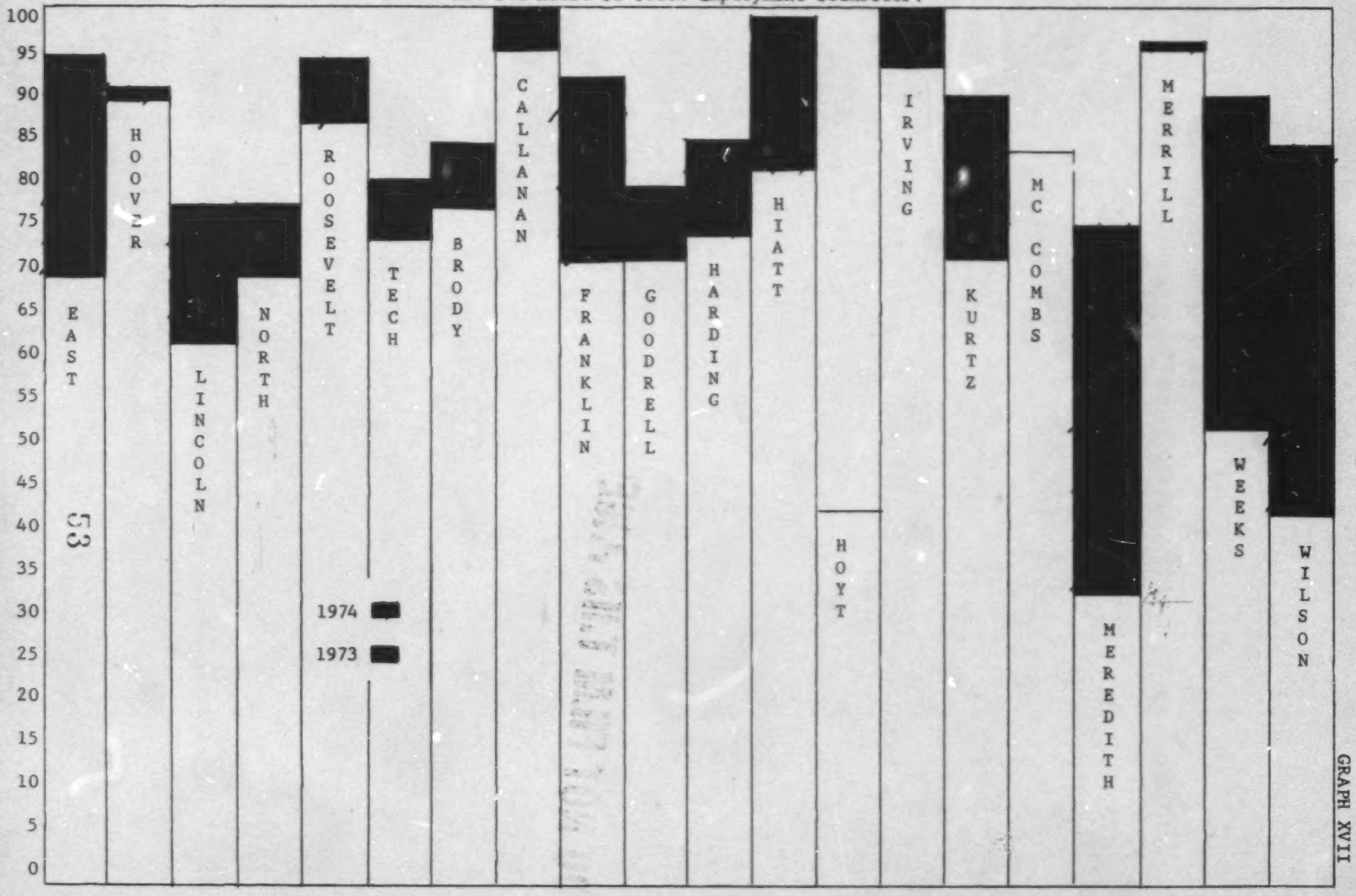
There is no question that the Career Placement Center and its placement system works when a student utilizes its services.

Questions 15 and 16 asked students for their opinion on a school based placement service. Ninety-five percent (95%) of all students felt that

Have You Ever Gotten A Job Through The Help Of -

	East	Hoover	Lincoln	North	Roosevelt	Tech	Brody	Callanan	Franklin	Goodrell	Harding	Hiatt	Hoyt	Irving	Kurtz	McCombs	Meredith	Merrill	Weeks	Wilson
Counselor	8.1	3.3	8.4	7.6	10.8	21.1	5.9	27.3	0.0	0.0	7.1	23.8	0.0	53.3	4.8	0.0	2.9	9.1	3.7	0.0
Rent-A-Kid	4.5	4.1	3.2	4.5	3.1	9.6	11.8	13.6	5.3	0.0	0.0	9.5	0.0	0.0	0.0	0.0	0.0	0.0	7.4	0.0
Teacher	4.5	4.1	0.0	6.1	1.5	9.6	0.0	0.0	2.6	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
No	81.1	86.1	83.2	74.2	84.6	58.8	82.4	29.1	92.1	95.2	89.3	66.7	100	40.0	85.7	100	97.1	81.8	88.9	96.7

GRAPH XVI


Are You Aware Of Youth Employment Counselor?
100
95
90
85
80
75
70
65
60
55
50
45
40
35
30
25
20
15
10
5
0
EAST
53
HOOVER
LINCOLN
NORTH
ROOSEVELT
TECH
BRODY
CALLANAN
FRANKLIN
GOODRELL
HARDING
HIATT
HOYT
IRVING
KURTZ
MC COMBS
MEREDITH
MERRILL
WEEKS
WILSON
1974
1973

GRAPH XVII

their school should provide help in securing a part-time job, if requested by the student. Even more impressive is the fact that the lowest percentage by school was 88% and the highest 100%. The statistics by school were uniformly high in all twenty schools.

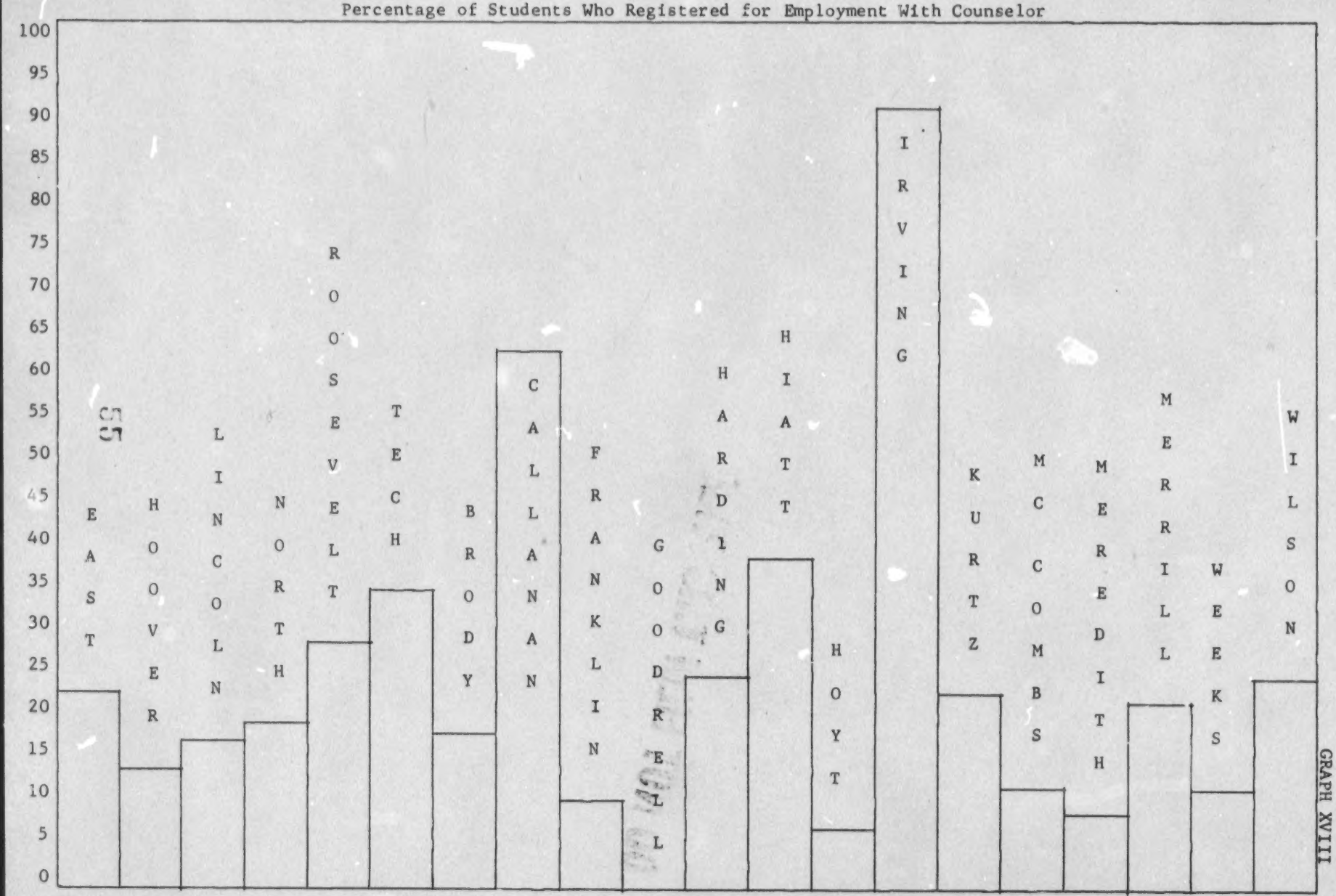
Statistics on the students' desire for aid in securing permanent employment were somewhat more varied. At the high school level, the percentages ranged from a low of 73% at North to a high of 91% at East. The average for the six high schools was 85% based on 596 positive responses out of a total of 698.

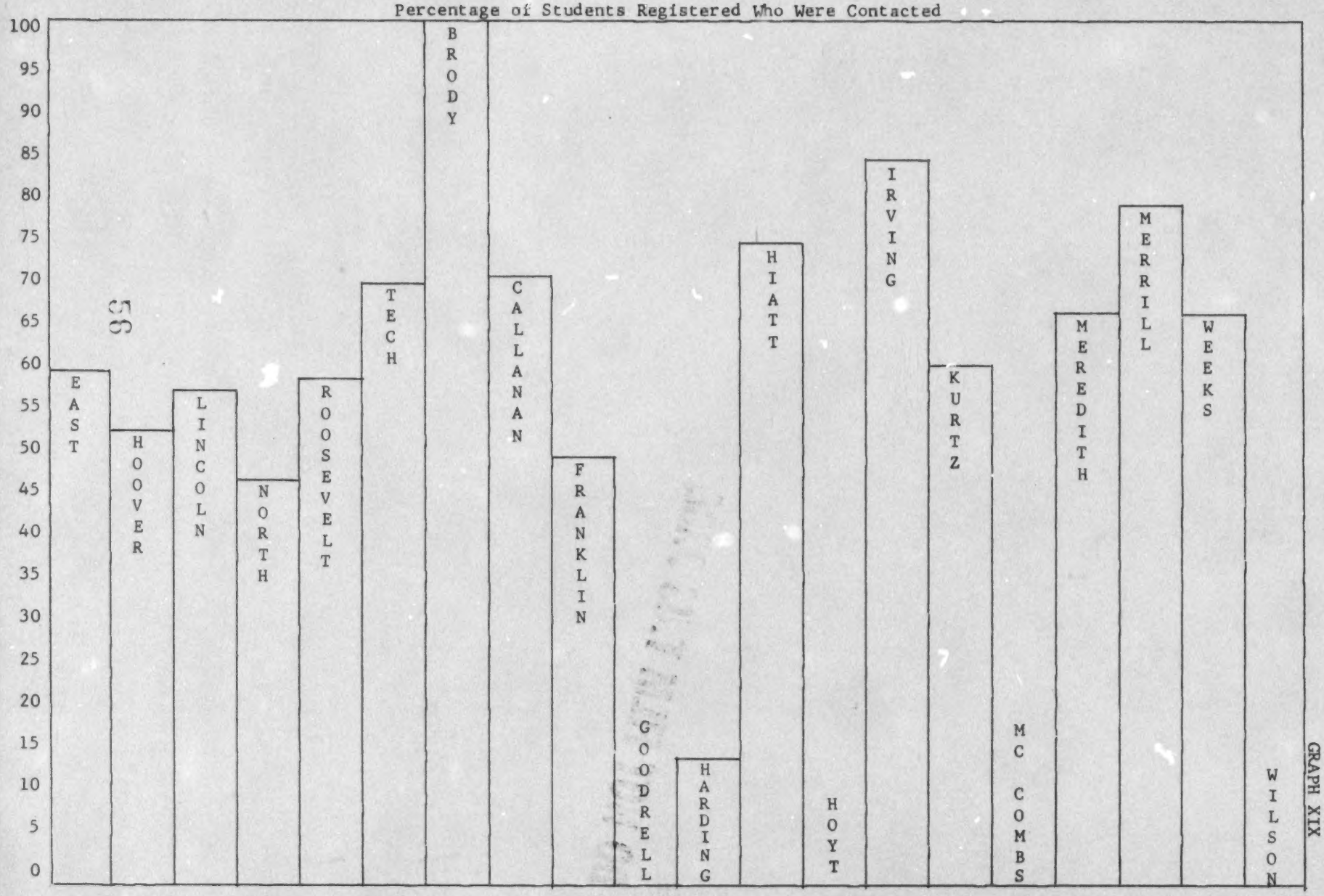
At the junior high level, a greater variation occurred. The responses ranged from a low of 64% at Harding to a high of 95% at Hiatt and Franklin. The average positive response for the fourteen junior high schools was 81%.

The statistics unquestionably show that students feel their school should provide a job placement service. This service should provide help in securing both part-time and permanent employment.

Conclusions

The percentage of students who have received placement service while in school varies from school to school. At the high school level the range is from 7.4% at Hoover to 30.7% at Tech. At the junior high level it ranges up to 53.3% at Irving. The primary reasons for the variance are student demand and counselor commitment. The district average would appear to be approximately 13%.


Percentage of Students Who Registered for Employment With Counselor
100
95
90
85
80
75
70
65
60
55
50
45
40
35
30
25
20
15
10
5
0
EAST
HOOVER
LINCOLN
NORTH
ROOSEVELT
TECH
BRODY
CALLANAN
FRANKLIN
GOODRELL
HARDING
HIATT
HOYT
IRVING
KURTZ
MCCOMBS
MEREDITH
MERRILL
WEEKS
WILSON
GRAPH XVIII


Percentage of Students Registered Who Were Contacted
100
95
90
85
80
75
70
65
60
55
50
45
40
35
30
25
20
15
10
5
0
EAST
HOOVER
LINCOLN
NORTH
ROOSEVELT
TECH
BRODY
CALLANAN
FRANKLIN
GOODELL
HARDING
HIATT
HOYT
IRVING
KURTZ
MC COMBS
MEREDITH
MERRILL
WEEKS
WILSON

GRAPH XIX

In most schools the level of awareness concerning the Youth Employment Counselors is high. The majority of schools show that at least 75% of the students are aware of the placement system.

The registration of students with their Youth Employment Counselors varies widely. At the junior high level it ranged from 0% to 90%. At the high school level it varied from 14% to 35%. In the 15 schools where registration occurred, the contact for a job exceeded 50%. The placement system works effectively, for students who utilize it.

Ninety-five percent (95%) of all students felt their school should provide a part-time placement service.

Eighty-four percent (84%) of all students felt their school should provide a placement service for permanent employment.

Comparing the number of students indicating a desire for employment, the level of awareness of the placement system, the number registered with their counselor, and their belief that this service should be provided, results in a paradox. Many students who are aware of the service and in apparent need are not utilizing it. Additional research should be conducted to determine why students don't register.

Pre-Employment Preparation

Several questions were asked in an attempt to determine what pre-employment preparation the students had received on an individual basis and in the classroom. Graph XX indicates the percentage of students by school who

have had job counseling from a school counselor. We see that 5 of 6 high schools are very low, only Tech indicated significant activity at approximately 20%.

Five junior highs had such significantly high responses as to be noteworthy. Callanan and Franklin indicated approximately 30% had received counseling, Hiatt 49%, Irving 60% and Merrill 49%. Hoyt, Brody, and McCombs were next at approximately 20%. The balance of the junior highs showed percentages ranging downward to as low as 3%.

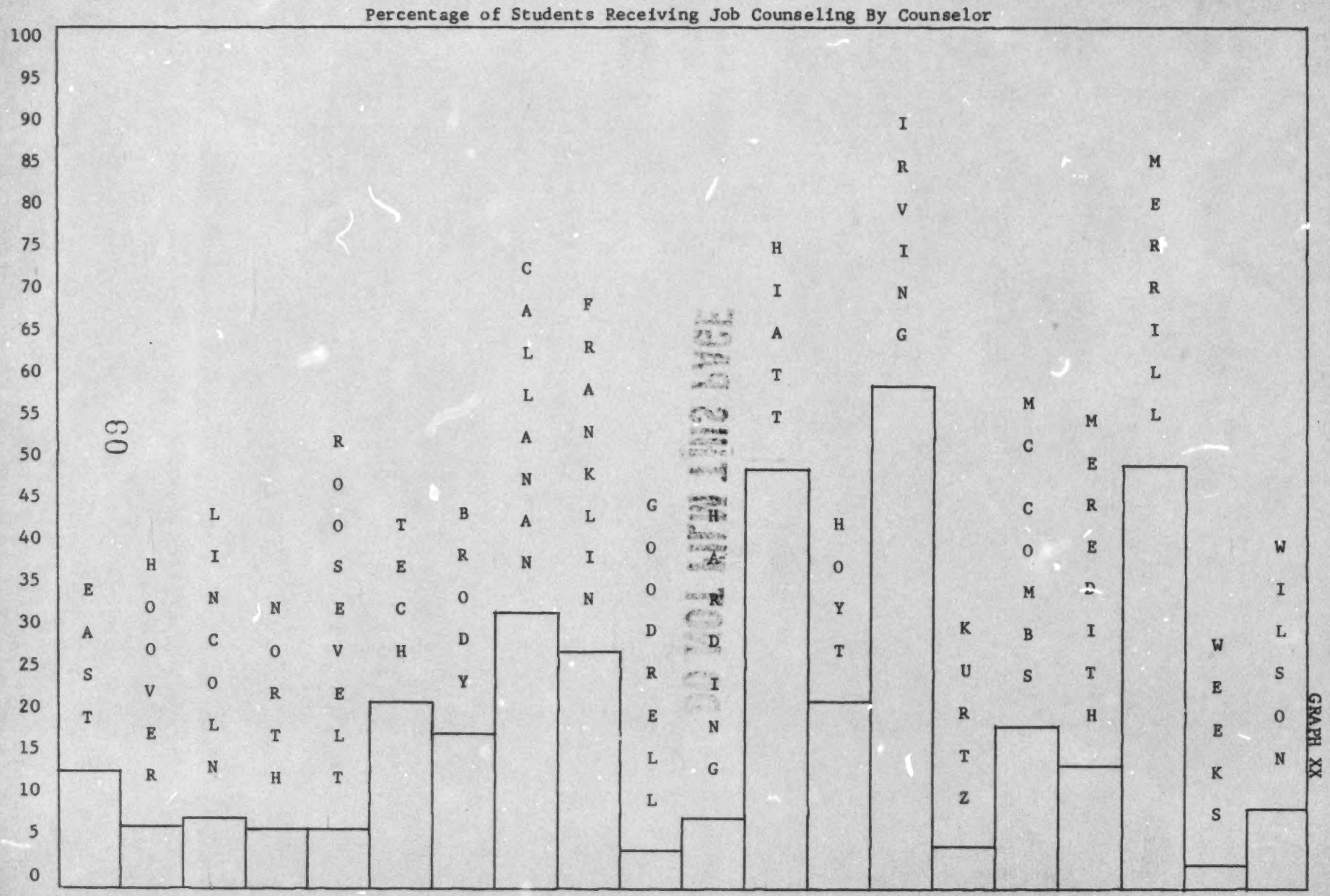
Callanan, Hiatt, and Irving have pre-employment counseling as a part of their New Horizons program for disadvantaged youth. This I believe results in a greater general awareness and is reflected in the higher percentages. Franklin, Merrill, and the other schools mentioned, tend to be the ones where active and involved counselors are located. There is no question that the level of the commitment of the individual Youth Employment Counselor determines the level of performance of the placement system at that school.

Graph XXI indicates the percentage of students by schools who had pre-employment counseling and felt it was helpful. With the exception of three schools, at least 50% or more of the students felt it was helpful. The average for all schools was 63.1% of the students indicating that pre-employment counseling was helpful.

Graph XXII indicates the percentage of students by school who have received pre-employment counseling from a teacher. The levels vary considerably from school to school ranging from a low of 10% at McCombs to a high of 75% at Brody, Hoyt and Merrill Junior Highs. In all twenty schools an average of 42% of the students had pre-employment counseling from a teacher. From these statistics, it is apparent that many teachers are electing to introduce employment-related materials in the classroom. It is apparent that a number of students are being reached through the classroom teachers.

Graph XXIII indicates the percentage of students, by school, who felt more class time should be devoted to pre-employment preparation and career planning. The six high schools showed an almost identical percentage, ranging between 55% and 58%. Junior high percentages varied more widely from a low of 25% to a high of 80%. However, the schools which showed the highest percentages on Graph XXII were the lowest in their perceived need for additional emphasis. This is consistent and represents the relationship between met and unmet needs. The average for all schools was 57.6% and represents a significantly high level of demand for additional service. A formalized plan of implementing additional teaching units for all schools should be considered to meet this demand.

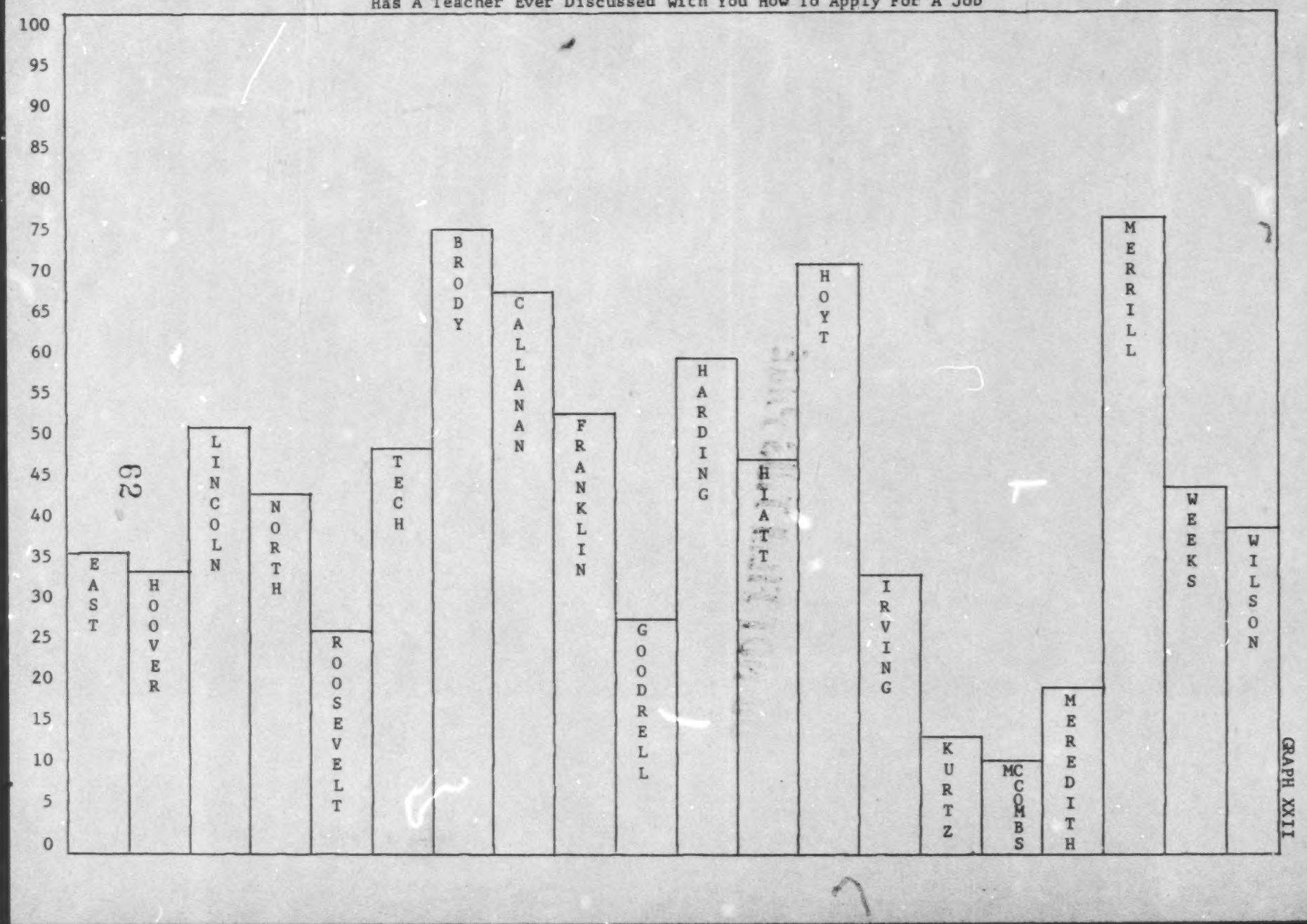
Graph XXIV indicates the percentage distribution, by school, of the reasons students seek employment during their school career. We see that students consistently ranked "Spending Money" as the number one reason. At the high school level "Money for Car" and "Money for Clothes" occupied second and


Percentage of Students Receiving Job Counseling By Counselor
100
95
90
85
80
75
70
65
60
55
50
45
40
35
30
25
20
15
10
5
0
EAST
HOOVER
LINCOLN
NORTH
ROOSEVELT
TECH
BRODY
CALANAN
FRANKLIN
GOODRELL
HARDING
HIATT
HOYT
IRVING
KURTZ
MCCOMBS
MEREDITH
MERRILL
WEEKS
WILSON
GRAPH XX

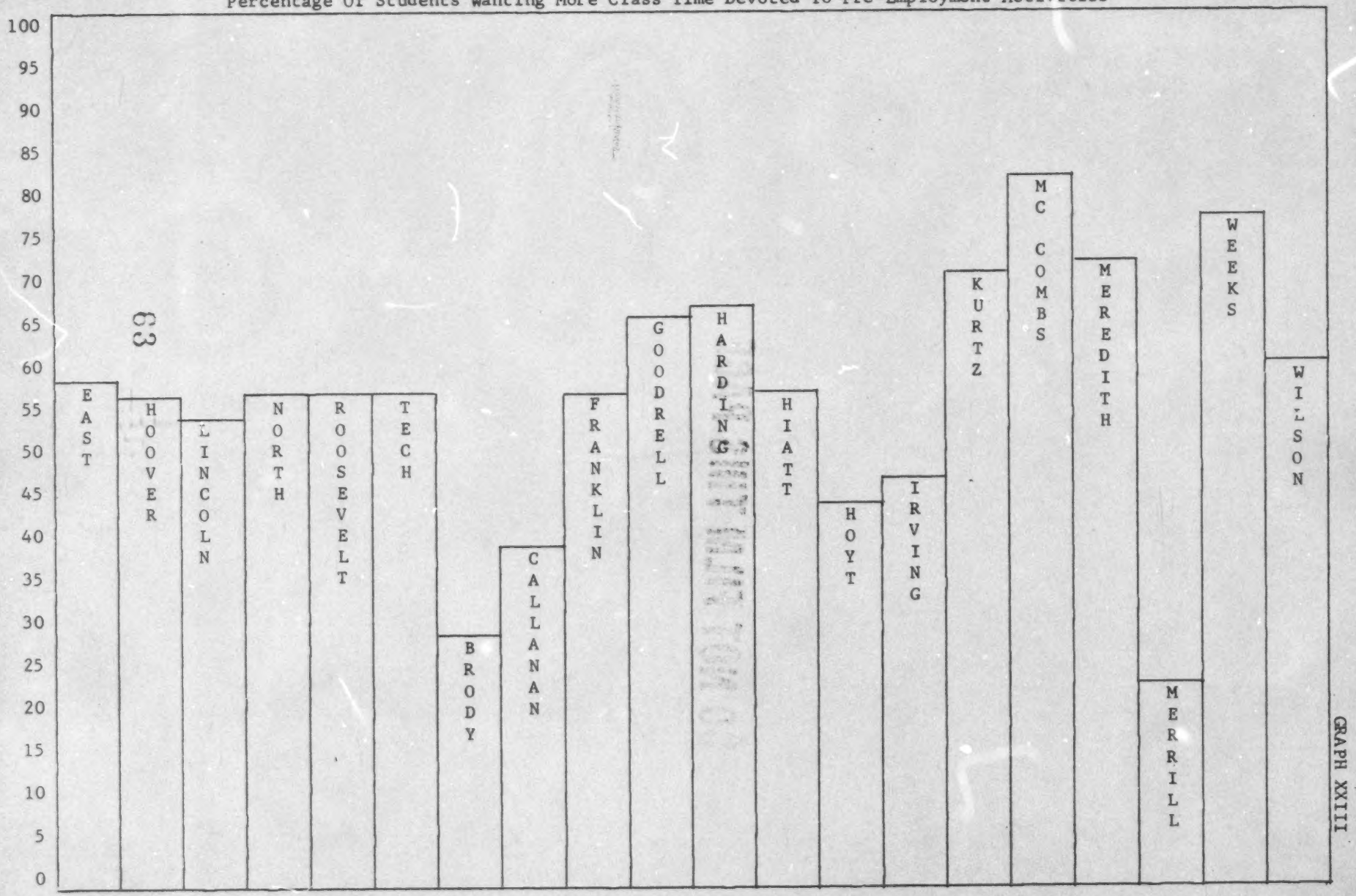
Percentage of Students Who Felt Pre-Employment Counseling Was Helpful

East.....66.7%
Hoover.....62.5%
Lincoln.....66.7%
North.....75.0%
Roosevelt.....22.2%
Tech.....75.0%
Brody.....100.0%
Callanan.....57.1%
Franklin.....60.0%
Goodrell.....100.0%
Harding.....50.0%
Hiatt.....70.0%
Hoyt.....66.7%
Irving.....55.6%
Kurtz.....0.0%
McCombs.....100.0%
Meredith.....20.0%
Merrill.....63.6%
Weeks.....100.0%
Wilson.....66.7%

GRAPH XXI


Has A Teacher Ever Discussed With You How To Apply For A Job
100
95
90
85
80
75
70
65
60
55
50
45
40
35
30
25
20
15
10
5
0
EAST
HOOVER
LINCOLN
NORTH
ROOSEVELT
TECH
BRODY
CALLANAN
FRANKLIN
GOODRELL
HARDING
HIATT
HOYT
IRVING
KURTZ
MCCOMBS
MEREDITH
MERRILL
WEEKS
WILSON
GRAPH XXII

Percentage Of Students Wanting More Class Time Devoted To Pre-Employment Activities



GRAPH XXIII

third place. At the junior high level "Money for Clothes" tends to rank second in importance. Below this level there is more variance among "Money for College", "Money for Car" and "Other".

It is obvious from the results that family, school, and peer group pressure have little influence on a student's decision to work. The percentage ranges on the categories of school, family, and peer group are from a high of 17% down to 0%. Combining all three categories results in a total of less than 20%, for all schools. From these statistics we see that student workers are very much a part of our consumption oriented economy. All students regardless of their socio-economic background, appear to see themselves working to provide the means to become a consumer.

Students work because they personally wish to, not because of any outside pressure to do so. Chart G in the Appendix, indicates the plans after graduation for the students surveyed, by school.

In general, students received a minor amount of pre-employment counseling from their school counselors. Of those students who received counseling 63% felt it was helpful.

Forty-two percent (42%) of all students had received pre-employment counseling from a teacher.

Fifty-seven percent (57%) of all students felt that additional class time should be devoted to pre-employment instruction. It appears that classroom

teachers could be utilized in a coordinated program of teaching basic employability skills.

This would meet the needs of the students as indicated by the survey.

Why Do You Work Or Want To Work?

East	
Spending Money	78.4%
Money for Car	58.6%
Clothes	55.9%
College	36.9%
Other	25.2%
Parents Wish	11.7%
School Required	1.8%
Friends Do	0.9%

Hoover	
Spending Money	76.2%
College	40.2%
Clothes	36.1%
Money for Car	29.5%
Other	20.5%
Parents Wish	12.3%
Friends Do	1.6%
School Required	0.8%

Lincoln	
Spending Money	77.4%
Clothes	53.5%
Money for Car	45.2%
Other	29.7%
College	28.4%
Parents Wish	15.5%
School Required	2.6%
Friends Do	0.6%

North	
Spending Money	63.6%
Money for Car	40.9%
Clothes	34.8%
College	30.3%
Other	22.7%
Parents Wish	12.1%
School Required	4.5%
Friends Do	3.0%

Roosevelt	
Spending Money	66.9%
Clothes	40.0%
College	39.2%
Money for Car	38.5%
Other	23.8%
Parents Wish	16.9%
School Required	3.1%
Friends Do	0.0%

Tech	
Spending Money	72.8%
Clothes	56.1%
Money for Car	41.2%
Other	29.8%
College	23.7%
Parents Wish	9.6%
School Required	2.6%
Friends Do	1.8%

Brody	
Spending Money	70.6%
Other	35.3%
Clothes	29.4%
Money for Car	29.4%
College	29.4%
Parents Wish	5.9%
School Required	0.0%
Friends Do	0.0%

Callanan	
Spending Money	81.8%
Clothes	59.1%
College	31.8%
Other	31.8%
Money for Car	9.1%
Parents Wish	9.1%
Friends Do	4.5%
School Required	0.0%

Franklin	
Spending Money	84.2%
Clothes	52.6%
Other	34.2%
Money for Car	21.1%
College	15.8%
Parents Wish	13.2%
Friends Do	2.6%
School Required	0.0%

Goodrell	
Spending Money	76.2%
Clothes	57.1%
Money for Car	42.9%
College	23.8%
Other	19.0%
Friends Do	4.8%
Parents Wish	0.0%
School Required	0.0%

GRAPH XXIV

Why Do You Work Or Want To Work?

Harding	
Spending Money	53.6%
College	42.9%
Clothes	39.3%
Other	35.7%
Money for Car	28.6%
Parents Wish	7.1%
Friends Do	0.0%
School Required	0.0%

Hiatt	
Spending Money	71.4%
Clothes	66.7%
Other	33.3%
Parents Wish	23.8%
Money for Car	19.0%
College	9.5%
Friends Do	0.0%
School Required	0.0%

Hoyt	
Spending Money	71.4%
Clothes	57.1%
College	42.9%
Other	42.9%
Money for Car	21.4%
Parents Wish	7.1%
Friends Do	0.0%
School Required	0.0%

Irving	
Spending Money	73.3%
Clothes	46.7%
Money for Car	26.7%
College	13.3%
Other	13.3%
Parents Wish	6.7%
School Required	0.0%
Friends Do	0.0%

Kurtz	
Spending Money	61.9%
Clothes	57.1%
Other	33.3%
Money for Car	28.6%
College	28.6%
Parents Wish	14.3%
Friends Do	9.5%
School Required	0.0%

McCombs	
Spending Money	76.5%
Money for Car	58.8%
Clothes	41.2%
College	17.6%
Other	11.8%
Parents Wish	11.8%
Friends Do	5.9%
School Required	0.0%

Meredith	
Spending Money	88.6%
Clothes	42.9%
College	42.9%
Money for Car	28.6%
Other	20.0%
Parents Wish	8.6%
Friends Do	2.9%
School Required	0.0%

Merrill	
Spending Money	77.3%
Other	31.8%
Clothes	31.8%
College	27.3%
Money for Car	13.6%
Parents Wish	9.1%
Friends Do	4.5%
School Required	0.0%

Weeks	
Spending Money	70.4%
Clothes	48.1%
Money for Car	37.0%
Other	18.5%
College	18.5%
Parents Wish	11.1%
Friends Do	0.0%
School Required	0.0%

Wilson	
Spending Money	73.3%
Clothes	66.7%
Money for Car	46.7%
Other	33.3%
College	23.3%
Parents Wish	13.3%
Friends Do	6.7%
School Required	0.0%

GRAPH XXIV

APPENDIX

EMPLOYMENT INFORMATION SURVEY

2. Distribution by Grade.

9th	10th	11th	12th
323 32.3%	257 25.0%	241 23.5%	197 19.2%

3. Distribution by Age.

14	15	16	17	18-Over
197 19.2%	273 26.6%	264 25.7%	225 21.9%	63 6.1%

4. Distribution by Sex.

Male	Female
541 52.8%	484 47.2%

5. Did you work this past summer?

Yes	No
689 67.3%	336 32.7%

6. (b) Length of Summer Job.

1 Week or Less	2-4 Weeks	4-6 Weeks	6-8 Weeks	All Summer
4%	10%	10%	17%	59%

Number of hours per week worked during summer.

1-5	6-10	11-30	Over 30
6%	14%	40%	40%

(c) How did you hear about your summer job?

Friend 29%	Rent-A-Kid 3%
On Own 27%	YES 2%
Relative 21%	New Horizons 2%
Counselor 5%	Co-op 1%
Other 5%	Employment Service 1%
Ad 4%	Opportunities Unlimited .3%

CHART A

7. If you did not work this past summer, (a) Did you want a summer job?

Yes		No	
237	66%	120	34%

(b) Have you ever had a summer job?

Yes		No	
108	30%	250	70%

8. Are you working now?

Yes		No	
421	42.5%	590	57.5%

9. (b) Number of hours worked per week?

1-5	6-10	11-30	Over 30
9%	19%	62%	10%

(c) How did you hear about your present job?

On Own	30.3%	Counselor	2%
Friend	29%	New Horizons	1.2%
Relative	15.5%	Rent-A-Kid	.5%
Ad	10%	YES	.2%
Other	6%	Opportunities Unlimited	.2%
Co-op	5%	Employment Service	.2%

10. If you are not working now, (a) Do you want to work on a regular basis part-time?

Yes		No	
480	79%	128	21%

(b) Have you ever had a regular part-time job during the school year?

Yes		No	
168	27.6%	439	72.4%

11. Why do you work or want to work?

Spending Money	Other
73.7%	26.5%
Money for Clothes	**Parents Wish**
48.0%	12.4%
Money for Car	**Friends Do**
38.1%	1.8%
Money for College	**Required by School**
31.1%	1.7%

12. Do you know that your school has a counselor who can help you find a job?

Yes		No	
858	84.4%	160	15.6%

13. Have you ever registered for employment with your counselor?

Yes		No	
234	23.5%	785	76.5%

(a) If yes, were you ever contacted about a job?

Yes		No	
142	57%	106	43%

14. Have you ever gotten a job through the help of:

Rent-A-Kid	Teacher	Counselor	No
6.9%	2.7%	9.4%	81.0%

15. Do you think your school counselors should assist students in locating part-time job opportunities when requested by the student?

Yes		No	
973	94.8%	42	4.1%

16. Do you think your school counselors should assist students in locating full-time job opportunities when requested by the student?

Yes		No	
864	85.7%	147	14.3%

17. Has your counselor ever discussed with you how to apply for a job, fill out an employment application, conduct yourself in an interview?

Yes	No
14.6%	85.4%

(a) If yes, was it helpful in getting a job?

Yes	No
65%	35%

18. Has a teacher ever discussed with you how to apply for a job, fill out an employment application, conduct yourself in an interview?

Yes	No
42.9%	57.1%

19. Do you think enough class time is presently devoted to information about applying and interviewing for jobs and various career areas?

Yes	No
42.4%	57.6%

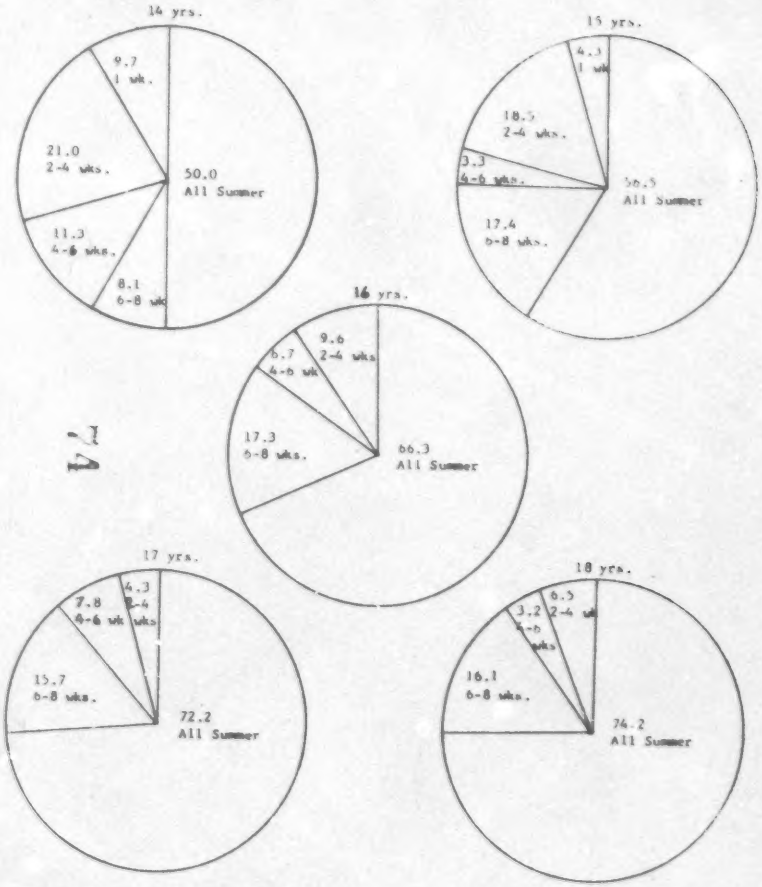
20. When I graduate, I plan on:

College	520	50.7%
Work Full-Time	264	25.7%
Undecided	216	21.1%
Trade School	72	7.0%
Military	44	4.3%
Not Working	3	0.3%

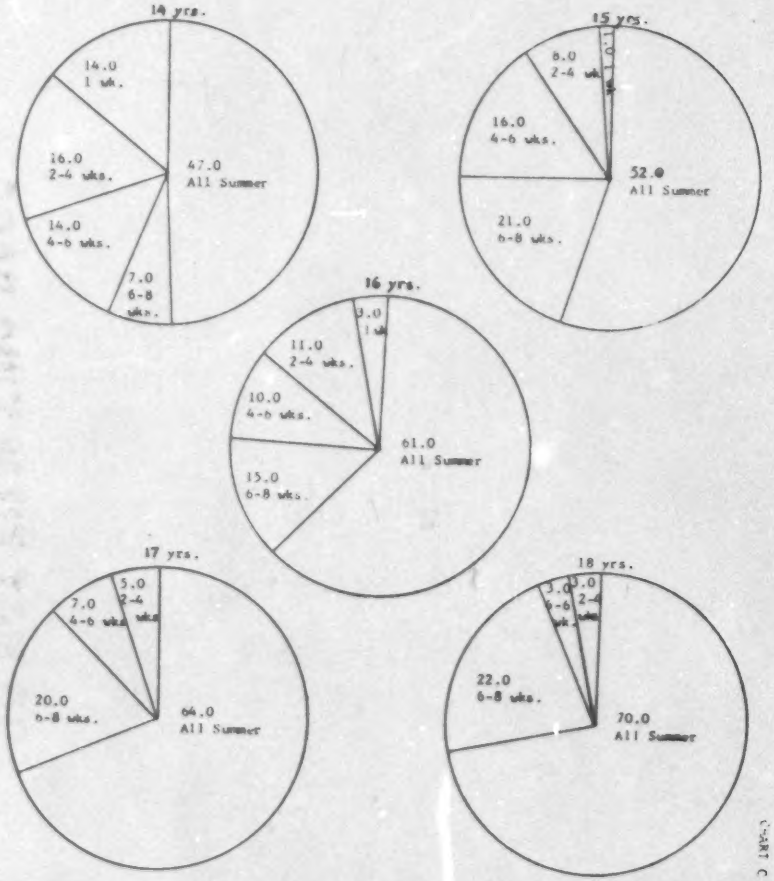
Distribution of Respondents by Schools	Absolute Frequency	Relative Frequency
East	111	10.8
Hoover	122	11.9
Lincoln	155	15.1
North	66	6.4
Roosevelt	130	12.7
Tech	114	11.1
Brody	17	1.7
Callanan	22	2.1
Franklin	38	3.7
Goodrell	21	2.0
Harding	28	2.7
Hiatt	21	2.0
Irving	15	1.5
Kurtz	21	2.0
Meredith	35	3.4
Merrill	22	2.1
Weeks	27	2.6
Wilson	30	2.9
Hoyt	14	1.4
McCombs	17	1.7

CHART B

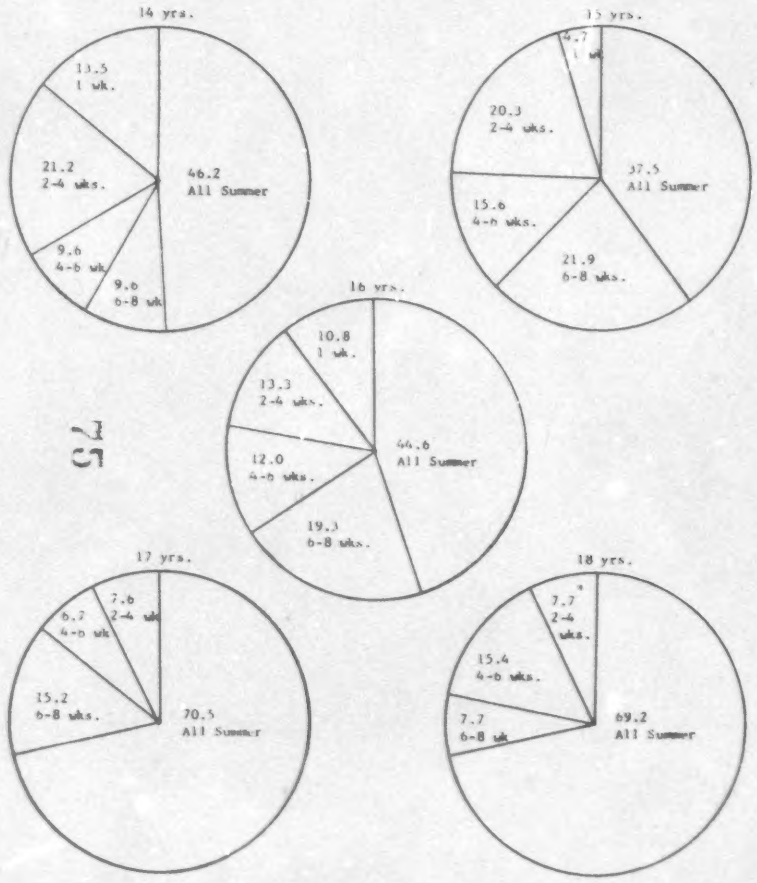
Length of Summer Job by Age for Males - 1973



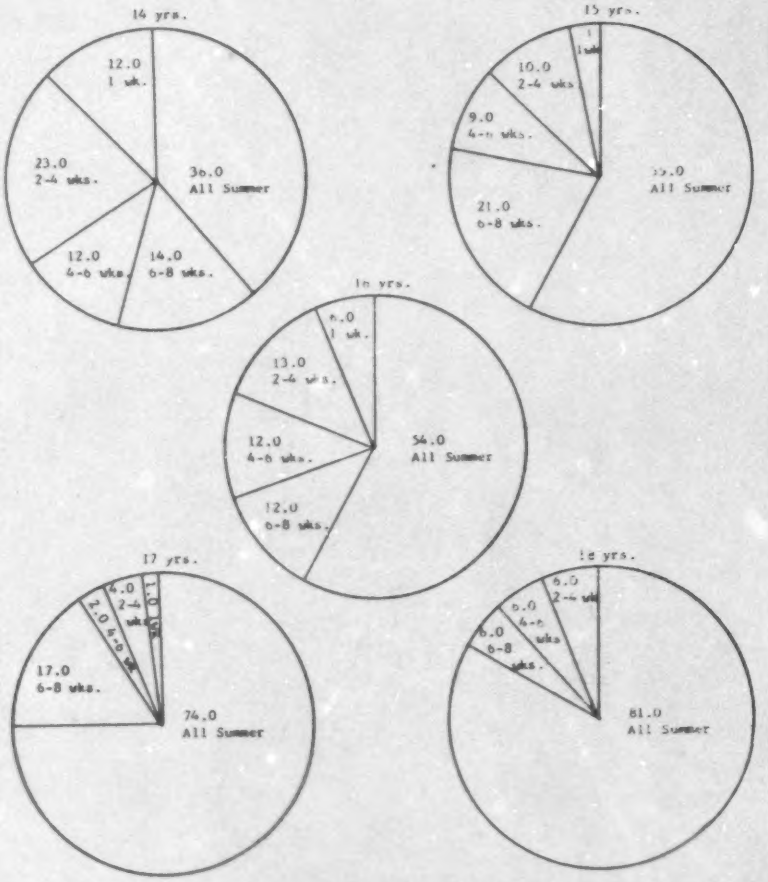
Length of Summer Job by Age for Males - 1974



Length of Summer Job by Age for Females - 1973



Length of Summer Job by Age for Females - 1974



Length of Summer Job in Weeks

1 Week or Less	2-4 Weeks	4-6 Weeks	6-8 Weeks	All Summer
3.5%	9.6%	9.6%	16.3%	57.2%

Number of Hours Worked Per Week in Summer Job

1-5 Hours	6-10 Hours	11-30 Hours	Over 30 Hours
5.7%	12.8%	38.0%	38.2%

CHART E

Number of Hours Currently Working in Part-Time Job

	1-5 Hours	6-10 Hours	11-30 Hours	Over 30 Hours
East	3.4%	3.4%	83.1%	8.5%
Hoover	3.6%	16.1%	64.3%	12.5%
Lincoln	5.5%	11.0%	70.3%	9.9%
North	12.1%	27.3%	54.5%	3.0%
Roosevelt	13.8%	22.4%	56.9%	6.9%
Tech	3.6%	19.6%	66.1%	10.7%
Brody	0.0%	60.0%	40.0%	0.0%
Callanan	12.5%	50.0%	37.5%	0.0%
Franklin	25.0%	0.0%	62.5%	0.0%
Goodrell	25.0%	25.0%	50.0%	0.0%
Harding	0.0%	0.0%	100.0%	0.0%
Hiatt	100.0%	0.0%	0.0%	0.0%
Hoyt	25.0%	50.0%	25.0%	0.0%
Irving	16.7%	66.7%	0.0%	16.7%
Kurtz	0.0%	66.7%	0.0%	33.3%
McCombs	0.0%	50.0%	50.0%	0.0%
Meredith	11.1%	44.4%	44.4%	0.0%
Merrill	40.0%	20.0%	40.0%	0.0%
Weeks	33.3%	66.7%	0.0%	0.0%
Wilson	14.3%	28.6%	28.6%	28.6%

CHART F

Plans After Graduation

	Working Full-Time	Going To College	Going To Trade School	Entering Military	Not Working	Undecided
East	21.4%	45.9%	10.8%	4.5%	0.9%	14.4%
Hoover	23.8%	62.3%	6.6%	1.6%	0.0%	24.6%
Lincoln	26.7%	45.2%	11.0%	4.5%	0.6%	24.5%
North	28.6%	42.4%	6.1%	6.1%	0.0%	16.7%
Roosevelt	8.6%	73.8%	3.8%	3.8%	0.8%	13.1%
Tech	13.6%	30.7%	14.0%	5.3%	0.0%	19.3%
Brody	25.9%	58.8%	0.0%	11.8%	0.0%	23.5%
Callanan	36.7%	54.5%	4.5%	[illegible]%	0.0%	27.3%
Franklin	28.6%	55.3%	0.0%	5.3%	0.0%	31.6%
Goodrell	47.1%	42.9%	0.0%	4.8%	0.0%	23.8%
Harding	40.5%	57.1%	0.0%	0.0%	0.0%	21.4%
Hiatt	13.1%	42.9%	0.0%	9.5%	0.0%	28.6%
Hoyt	13.2%	50.0%	0.0%	7.1%	0.0%	28.6%
Irving	24.5%	46.7%	0.0%	0.0%	0.0%	33.3%
Kurtz	24.2%	57.1%	4.8%	4.8%	0.0%	14.3%
McCombs	33.3%	35.3%	0.0%	5.9%	0.0%	23.5%
Meredith	13.8%	62.9%	5.7%	2.9%	0.0%	22.9%
Merrill	48.2%	68.2%	0.0%	0.0%	0.0%	18.2%
Weeks	11.8%	25.9%	11.1%	3.7%	0.0%	33.3%
Wilson	22.7%	36.7%	10.0%	6.7%	0.0%	20.0%

CHART G